

Massachusetts Workforce and Labor Area Review



2016

EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

Department of Unemployment Assistance

Economic Research Office

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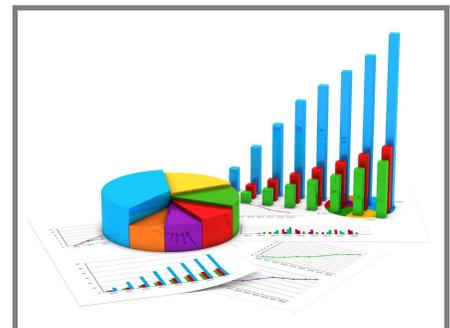
Boston, MA 02114

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EXECUTIVE SUMMARY

This report provides highlights of recent workforce and labor force trends for key indicators of economic activity statewide and for each of the sixteen Local Workforce Development Areas (WDA).

The Massachusetts economy remains robust with continuing growth in the leading measures that include the value of goods and services provided by the state's industries, job gains, the labor force and labor force participation. The underlying drivers of these changes indicate that the labor market remains tight for employers and job seekers, presenting challenges for the workforce system.

State Gross Domestic Product grew by 4.1 percent in 2016 with private sector growth of 4.5 percent in 2016.

Statewide jobs of 3.63 million, including private jobs of 3.17 million, are at new highs. The Education and Health Services; and Professional, Scientific and Business Services continue to drive job growth, generating a combined August over the year gain of 39,400 jobs.

The Commonwealth's working age population and labor force are growing but at a slower rate than jobs are. Statewide, the recent monthly labor force participation rates are in the 66.1 to 66.7 range.

In all of the workforce development areas, the unemployment rates have declined as more residents were employed and fewer were unemployed driving the unemployment rates down.

The Boston, Metro North and Metro South/West workforce areas remain tight with the numbers of job postings exceeding the number of unemployed residents actively seeking work. In the remaining workforce areas, the numbers of job postings remained relatively flat while the numbers of unemployed residents steadily declined through the end 2016. Beginning in 2017, the trend reversed; while job demand remains flat, the numbers of unemployed residents increased.

GROSS DOMESTIC PRODUCT (GDP)

The 2016 estimate of \$507.9 billion for Massachusetts Gross Domestic Product (GDP) represents an annual gain of 4.1 percent compared to the 6.3 percent gain in 2015. GDP measures the market value of all final goods and services produced in the state. In 2016, the private sector generated GDP of \$454.6 billion, a growth rate of 4.5 percent following on the 6.7 percent growth in 2015.

Estimates for nine private sectors show GDP gains measured in current dollars, show the annual growth rates were lower in 2016 than 2015. Service providing industries account for 85 percent of private GDP. The largest contributors to private sector GDP were Financial Activities; Professional, Scientific and Business Services; Educational and Health Care Services; Trade, Transportation and Utilities; and Manufacturing sectors.

To understand which sectors were the primary drivers of GDP growth, the chart below provides the annual growth rates for 2013 through 2016, the most recent year for which data is available.

As the chart below illustrates, since 2013 annual GDP growth rates by private sector were highest in 2015 with the exception of Manufacturing which was highest in 2014. Although Manufacturing annual growth peaked in 2014 at 4.1 percent, the sector's 2015 GDP grew by \$888 million for a total of \$47.8 billion, accounting for eleven percent of total private sector GDP. In 2016, the sector grew by an additional \$870 million.

In 2016, Financial Activities GDP was valued at \$120.9 billion. The annual increase of \$5.3 billion came from both of its sub-sectors: Real Estate and Rental and Leasing; and Finance and Insurance that added \$2.8 and \$2.5 billion respectively.

Professional, Scientific, and Business Services had the second largest GDP value. At \$85.5 billion, the sector added \$4.2 billion over the prior year for a growth rate of 5.1 percent. The Professional, Scientific and Technical Services sub-sector accounted for slightly more than 85 percent of the gain.

Educational and Health Care Services GDP of \$61.8 billion represents a \$2.7 billion over the year gain. The Health Care sub-sector provided just over three-quarters of the gain.

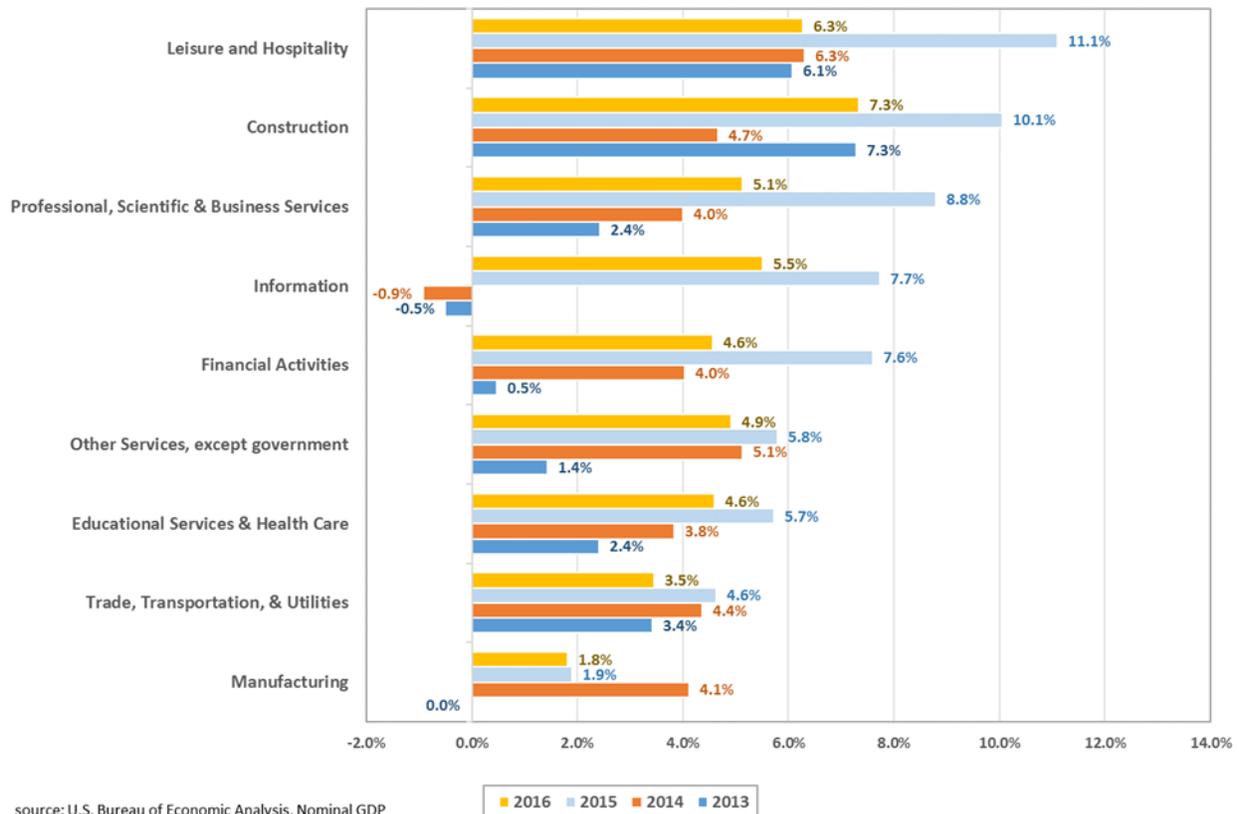
At \$61.2 billion, Trade, Transportation, and Utilities GDP recorded an annual gain of \$2.0 billion for a growth rate of 3.5 percent. Retail Trade accounted for \$830 million of the sector's gain. Wholesale Trade, Transportation along with Warehousing & Utilities added \$626 and \$588 million respectively.

At \$48.7 billion and an over the year growth of 1.8 percent, Manufacturing GDP provided the fifth largest value. The Durable Goods sub-sector added \$1.3 billion of over the year gain.

As of December 2016, and similar to the previous year, Education and Health Services; Trade, Transportation, and Utilities; Professional, Scientific, and Business Services; Leisure and Hospitality; and Manufacturing had the largest numbers of private sector jobs in Massachusetts.

The most recent four years GDP annual growth rates by private sector indicate the pace of growth slowed in 2016 from 2015.

MASSACHUSETTS ANNUAL GDP GROWTH RATES BY SECTOR: 2013 - 2016



JOBS IN MASSACHUSETTS

The Bureau of Labor Statistics' Current Employment Statistics (CES) program provides the most up to date monthly jobs estimate by industry in Massachusetts.

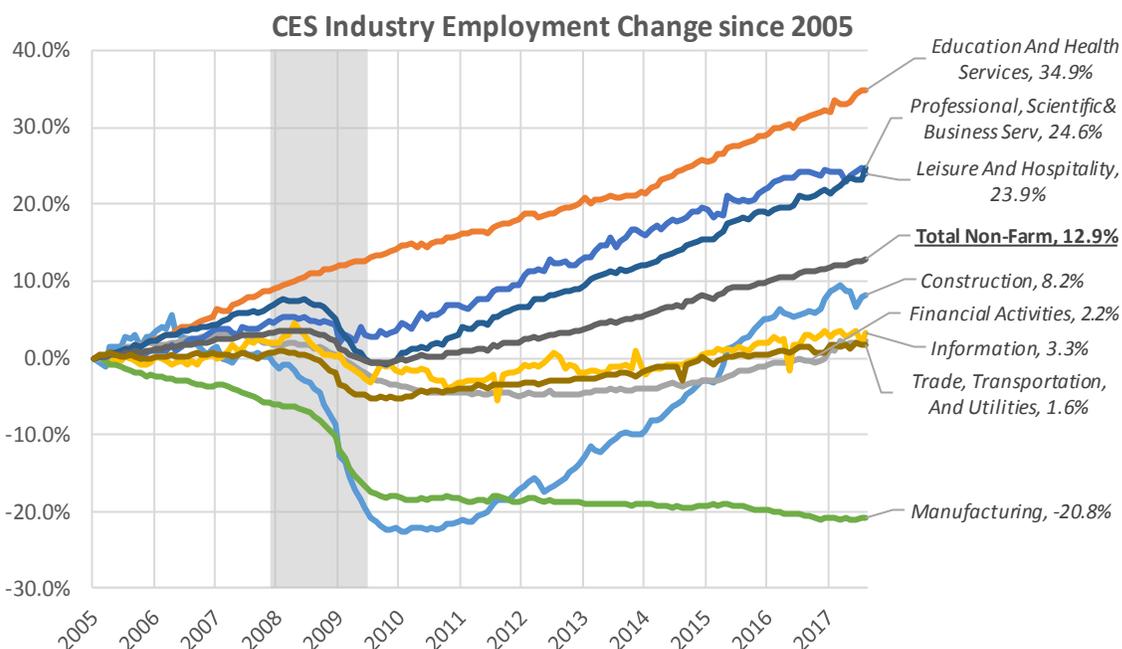
By August of 2017, total jobs in Massachusetts reached a new peak of 3,631,200 of which 3,172,900 are in the private sector, also a new jobs peak. Private sector jobs measured August-to-August show an 84,400 gain in 2015 followed by 54,500 in 2016 and 55,200 in 2017.

The largest over the year gains were in the Education and Health Services; and Professional, Scientific and Business Services sectors, a combined gain of 39,400 jobs. With 806,900 jobs, Education and Health Services represents over 25 percent of private jobs. These two sectors have been engines of job growth since 2005.

Construction jobs have continued to add jobs but at a slower pace than the peak August to August over the year gain in 2015. Estimates for August 2017 show 148,800 jobs.

Leisure and Hospitality, another engine of job growth has recently shown small job loss since last August. In recent years, Manufacturing jobs have shown small losses over the year with the exception of 2015 when a small gain was recorded.

The chart below shows the cumulative changes in jobs by sector since 2005.



Source: Bureau of Labor Statistics (BLS), Current Employment Statistics (CES)

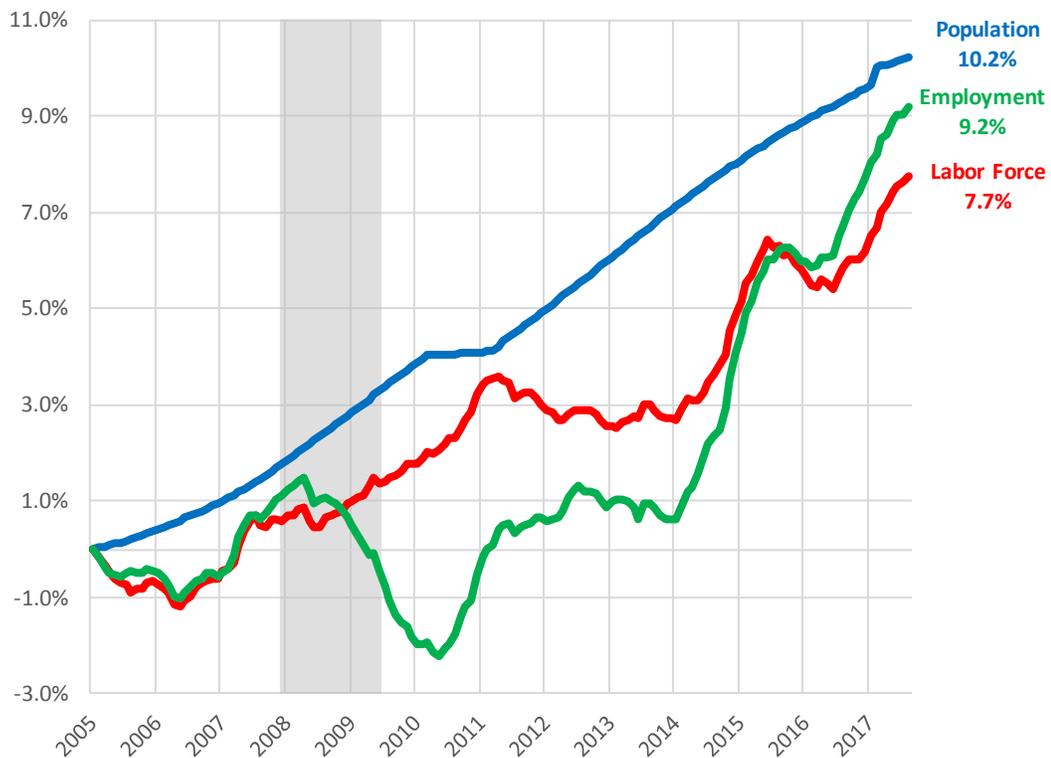
LABOR FORCE DYNAMICS

The Commonwealth's August 2017 working age population of 5,570,900 has grown by 73,300 over the last two years. Following on recent trends, increases in the labor force and labor force participation have provided additional workers to meet some of the state's labor demand. Growth in the labor force for both employed and unemployed residents has occurred at the same time as the growth in the jobs in the Commonwealth but at a slower pace. Expanded job opportunities with a diverse mix of skills that are required for jobs in Massachusetts have attracted in-migration from other states and countries and encouraged more current residents to enter or reenter the labor force enhancing economic activity and keeping unemployment rates low.

An estimated labor force expansion of 104,100 residents over the last two years generated a labor force participation rate of 66.1 in August 2017. As measured by the Bureau of Labor Statistics (BLS) August 2017 seasonally adjusted estimates, 115,400 more residents were employed and 12,400 were unemployed than in August 2015. For the most recent five months, April through August 2017, the monthly labor force participation rates, the share of the civilian working age population employed and currently unemployed, have been in the 66.7 to 66.1 range. The labor force participation rates for the most recent five months are the highest since July 2010. Monthly seasonally adjusted unemployment rates have been in the 3.9 to 4.3 percent range.

The twelve-month moving average Current Population Survey (CPS) estimates provide insight into the drivers of labor force change. The chart below indexes the cumulative monthly twelve-month moving average CPS estimates for working age population, labor force and the number of employed residents from January 2005 through August 2017.

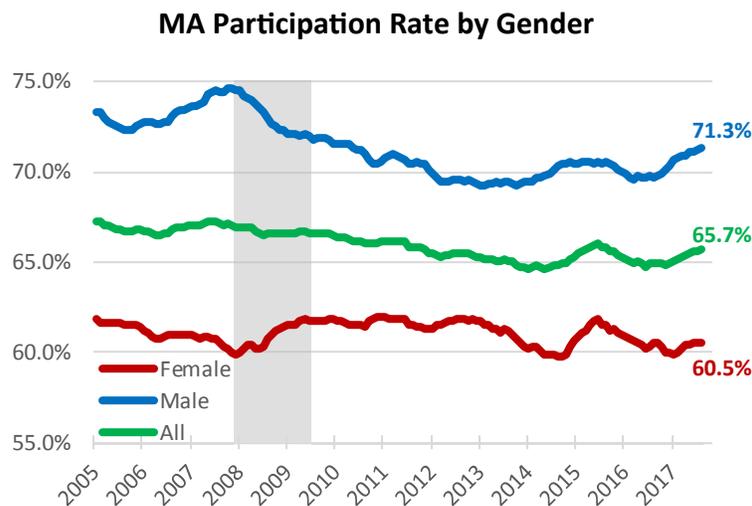
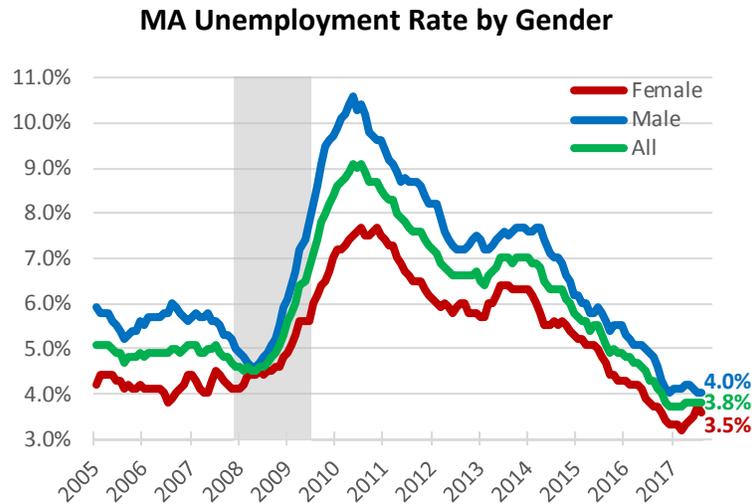
MA Working Age Population, Labor Force, Employment, Cumulative Change since 2005



Source: Unpublished Bureau of Labor Statistics (BLS), Current Population Survey (CPS) 12 Month Moving Averages (12MMA) Compiled By MA Department of Unemployment Assistance (DUA)

Gender

The trend in the statewide unemployment rates by gender from 2005 show a continuing downward trend since 2014. In August 2017, the twelve-month average male unemployment rate was 4 percent, just two-tenths of a percentage point above the statewide rate of 3.8 percent. The rate was down from 4.8 one year ago. The male labor force participation rate reached 71.3 percent in August 2017, an over the year increase from 69.7 in August 2016. The female labor force participation rate held at 60.5 over the year as the unemployment rate inched down slightly to 3.5 percent.

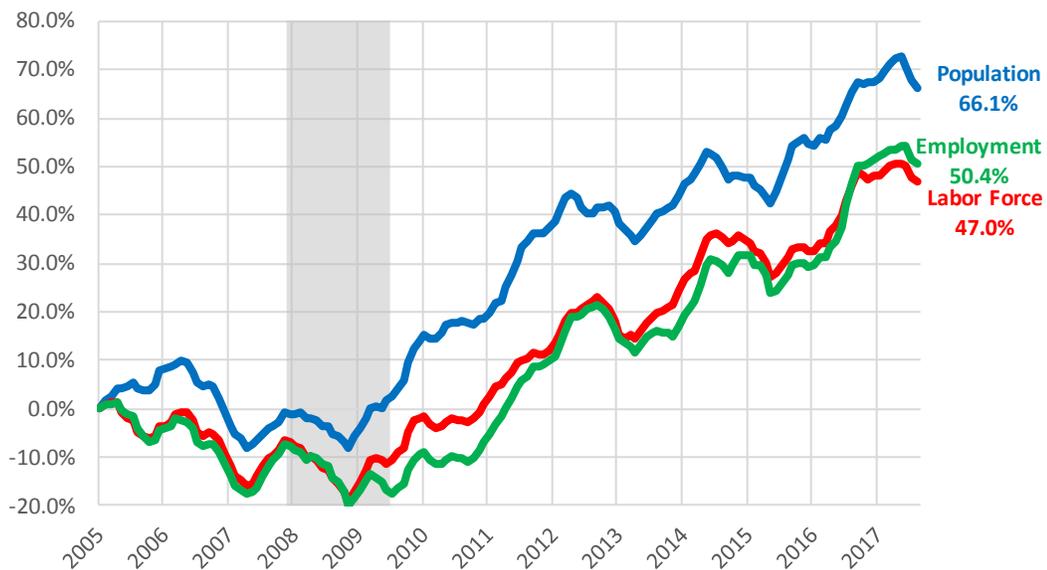


Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

Demographics

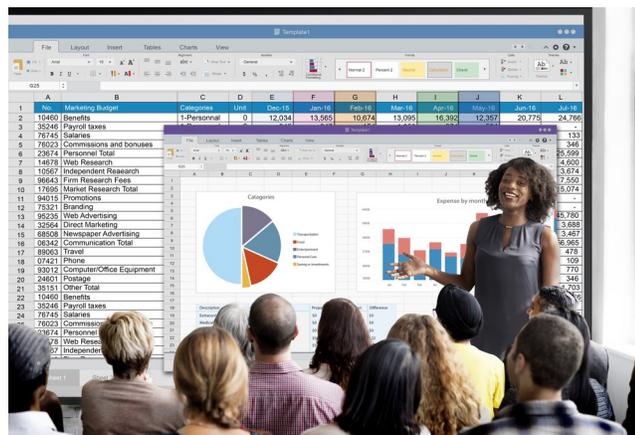
Trend estimates for residents who identify as Hispanic or Latino show significant percentage increases in the labor force starting in late 2009. Hispanic/Latino residents participating in the labor force also experienced higher unemployment until the beginning of 2016. Since then, the rate of growth in the number of employed residents has continued to rise with the sharpest increases occurring in 2016. The chart below shows the trends indexed to changes from 2005. Since 2005, the Hispanic/Latino working age population has grown by 66.1 percent, the labor force 47.0 percent, and the number of employed residents is up by 50.4 percent.

**Hispanic/Latino - Population, Labor Force, Employment,
Cumulative Change since 2005**

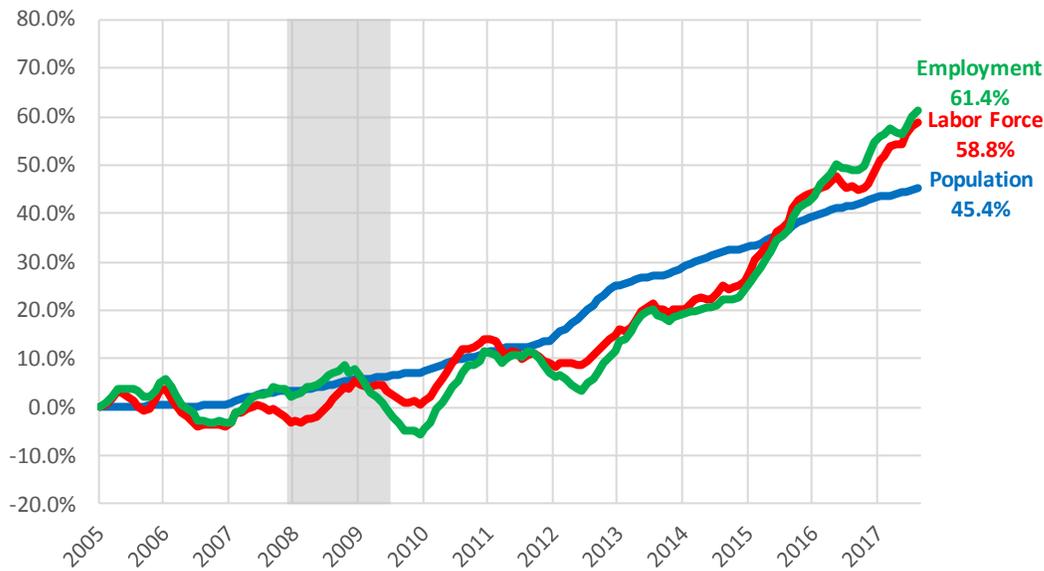


Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

Residents who identify as Black or African American, have also shown growth in working age population, labor force and the number of employed residents since 2009. The Black/African American labor force participation rate reached 70.8 in August 2017. Since 2005, the Black/African American working age population has grown by 45.4 percent, the labor force by 58.8 percent and the number of employed residents grew by 61.4 percent.



Black/African-American - Population, Labor Force, Employment, Cumulative Change since 2005

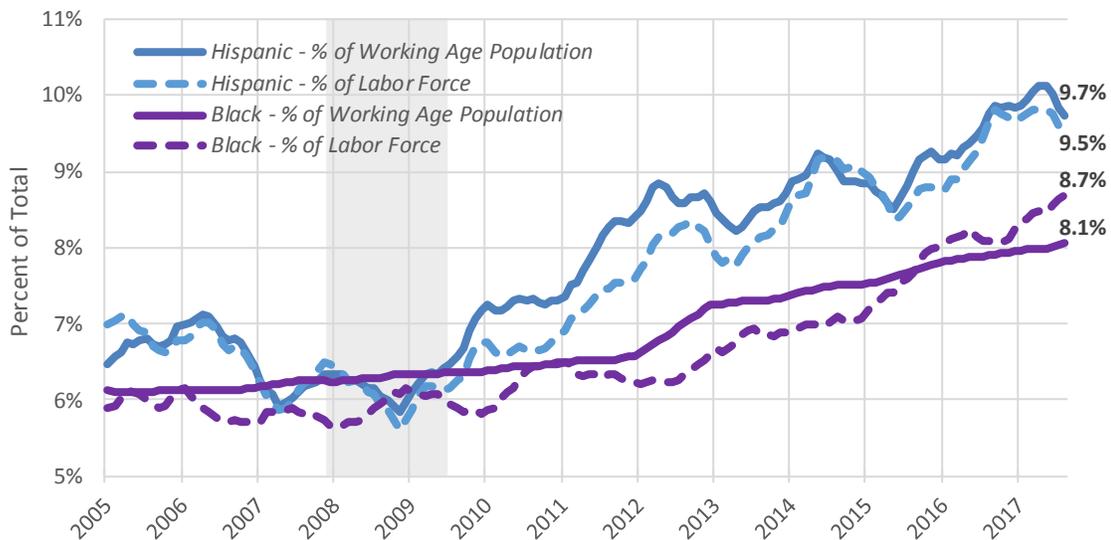


Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

Since 2005, the Hispanic/Latino working age population as a share of the total statewide working age population has risen from 6.5 percent in January 2005 to 9.7 percent in August 2017. By August 2017, the Hispanic/Latino labor force is 9.5 percent of the total statewide labor force.

Beginning in mid-2013, the Black/African American share of the statewide labor force has risen from 5.9 percent to 8.7 percent in August 2017. The Black/African American working age population, labor force and the number of employed residents have also been increasing. Since the fall of 2015, the growth in the number of employed residents and labor force participation have exceeded the working age population growth. An important consideration is that the Black/African American estimates may include residents who identify as Hispanic/Latino so they would also be included in the estimates for Hispanic/Latino ethnicity.

Hispanic/Latino and Black/African-American Share of Working Age Population and Labor Force

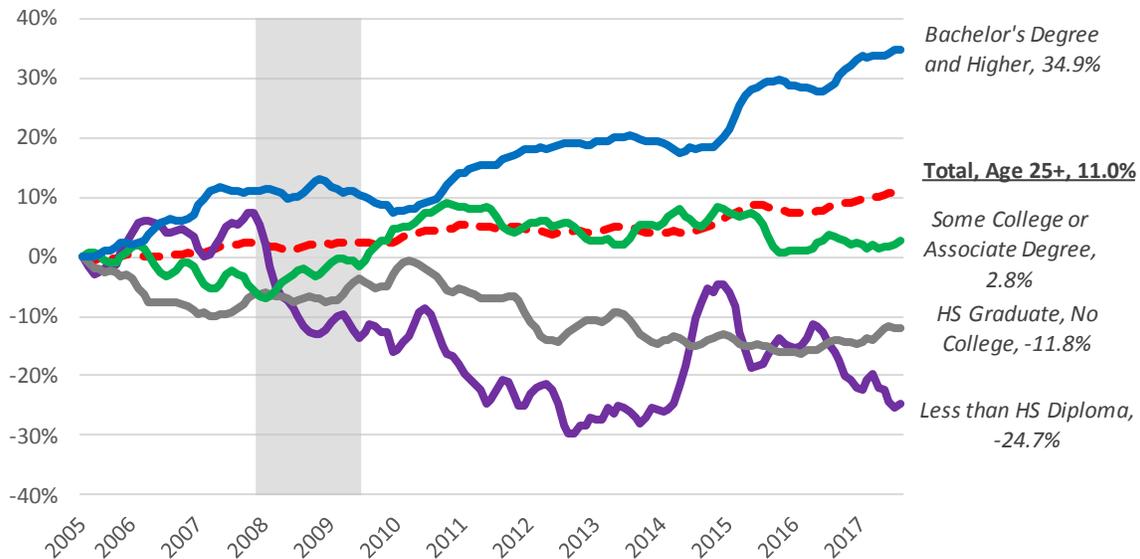


Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

Educational Attainment

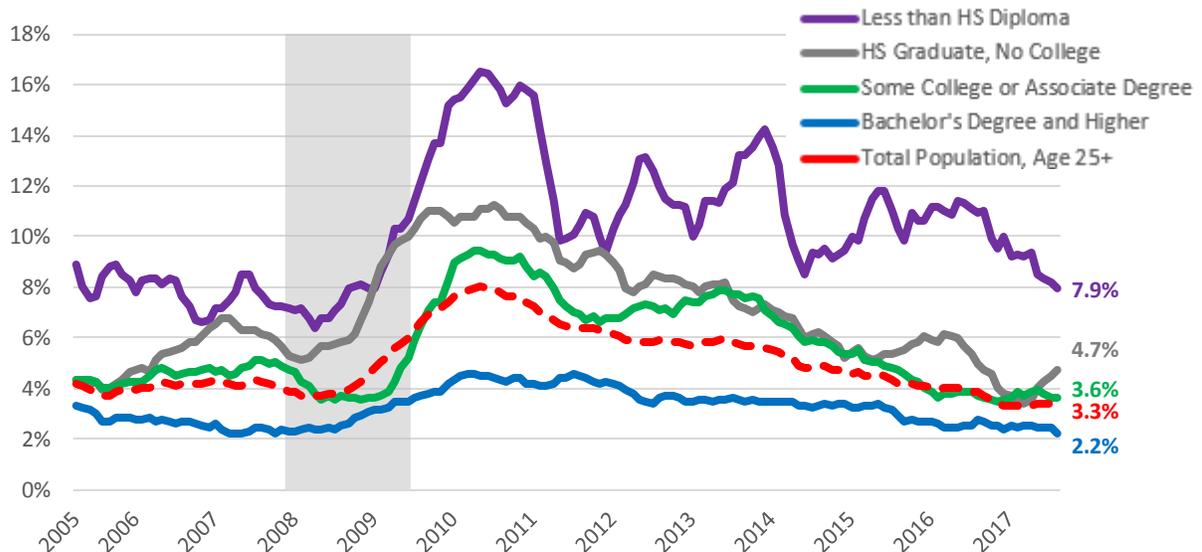
A look at the statewide labor force by educational attainment reveals that 1,712,800 or 53.4 percent of the 3,207,500 residents age 25 and older have a Bachelor's Degree or Higher, a gain of 34.9 percent since 2005. The 639,200 residents with some College or Associate's Degree represent 19.9 percent of the labor force and is just 2.8 percent more than in 2005. Another 715,800 residents are High School Graduates with No College who represent a 22.3 percent share of the labor force, a decline of 11.8 percent since 2005. Residents with less than a High School Degree represent the smallest share of the labor force age 25 plus at 4.4 percent. Since August 2015, residents with less than a High School Diploma have declined by 15,000 or 9.7 percent. The charts below shows the cumulative changes since 2005 based on twelve-month moving averages and the continuing trends and strong correlation of educational attainment to lower total unemployment rates.

**Labor Force, Age 25+, by Educational Attainment,
Cumulative Change since 2005**



Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

MA Unemployment Rate, Age 25+, by Educational Attainment



Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

Age Groups Comparison

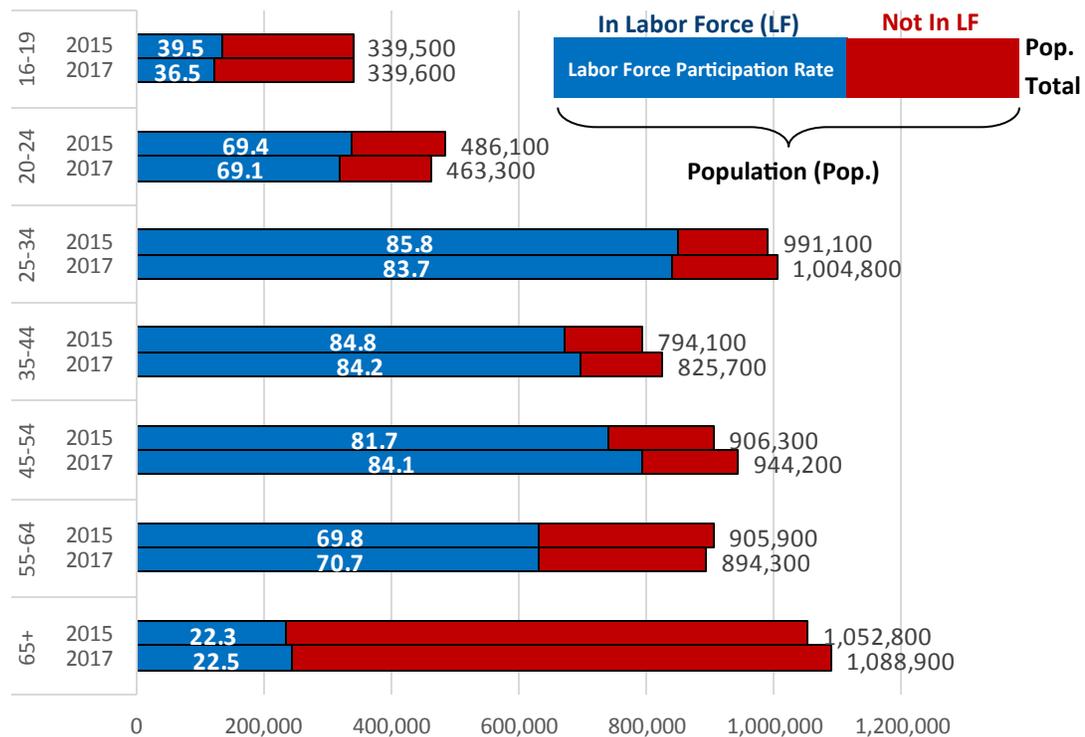
Using the CPS twelve-month moving averages, working age population growth from August 2015 to August 2017 is 84,900 or 1.6 percent with labor force gains of 48,400 or 1.3 percent. The number of employed residents grew by 95,100 or 2.8 percent with the labor force participation rate down just one-tenth of a percentage point to 65.7 over the two-year period.

By age groups, over the last two years, the number of residents in the working age population dropped 22,800 or 4.7 percent for the age 20 to 24 cohort and 11,600 or 1.3 percent for age 55 to 64 cohort over the two years.

Labor force participation growth of 48,400 over the last two years is due primarily to gains in three age groups. The 35 to 44 year group increased by 22,100 or 3.3 percent; residents age 45 to 54 participating in the labor force grew by 53,400 or 7.2 percent and those age 65 plus grew by 10,400 or 4.4 percent

Teens, age 16 to 19, in the labor force dropped by 9,900 or 7.4 percent and experienced a 2.9 percent decline in the labor force participation rate. Reflecting the large drop of 22,800 in the working age population of residents' age 20 to 24 was a corresponding decline of 17,200 in the labor force and a decline of 7,700 employed residents. Over the last two years, the working age population for those in the age 65 plus group has grown by 36,100 or 3.4 percent; those participating in the labor force grew by 10,400 or 4.4 percent with 8,100 more employed. The labor force participation rate of 22.5 is up two-tenths of a percentage point from the 22.3 rate in August 2015.

MA Working Age Population, Labor Force Participation, Not in Labor Force By Age Groups:
August 2015 and 2017 Annual Averages



Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

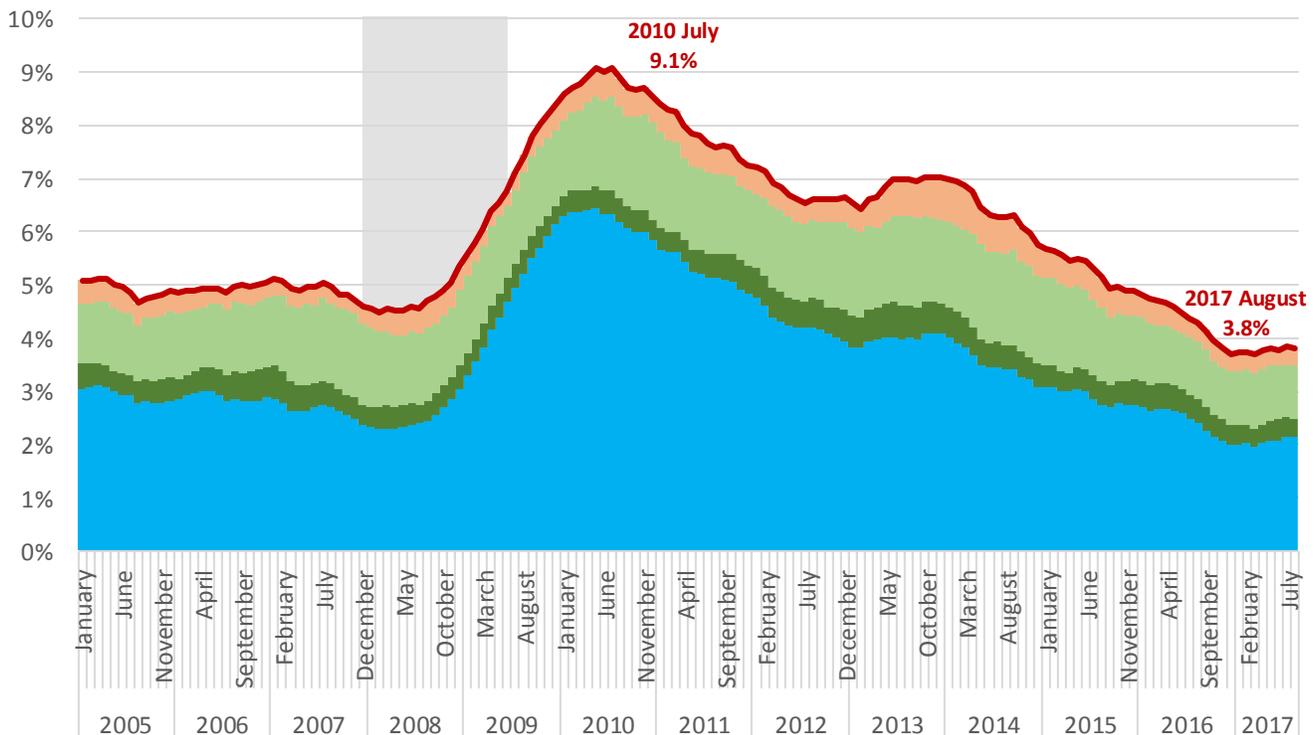
Labor force participation rates by age groups range from 83.7 to 84.2 for residents in the three prime working age groups of 25 to 34, 35 to 44, and 45 to 54 for August 2017. The age cohort that experienced the most significant gain in their participation rate over the last two years is those in the 45 to 54 range who had their participation rate jump from 81.7 to 84.1.

Reasons for Unemployment

The growth in the labor force also includes gains in the number of residents who are unemployed. Unemployment rises due to residents losing their jobs, those leaving their jobs, those now actively seeking work for the first time, and those who had previously been in the labor force and now want to return to work. The number of unemployed residents who were job losers including those who completed temporary jobs has been declining since the number of unemployed residents peaked in July 2010 when the twelve-month average unemployment rate peaked at 9.1 percent. At that time, the numbers of new entrants (those seeking work for the first time), reentrants (residents returning to look for work), and job leavers combined to make up 30 percent of the unemployed.

Six months before the unemployment rate peaked in July 2010, residents began reentering the labor force in larger numbers as the economy began to recover. Since that time, the number of residents who are reentering the labor market have been an increasingly larger share of the unemployed. The inflow of new entrants and reentrants contributed to the increases in the unemployment rate in 2013 through early 2014. In August 2017, the 60,400 new entrants, reentrants, and job leavers represented 43.7 percent of the number of unemployed residents.

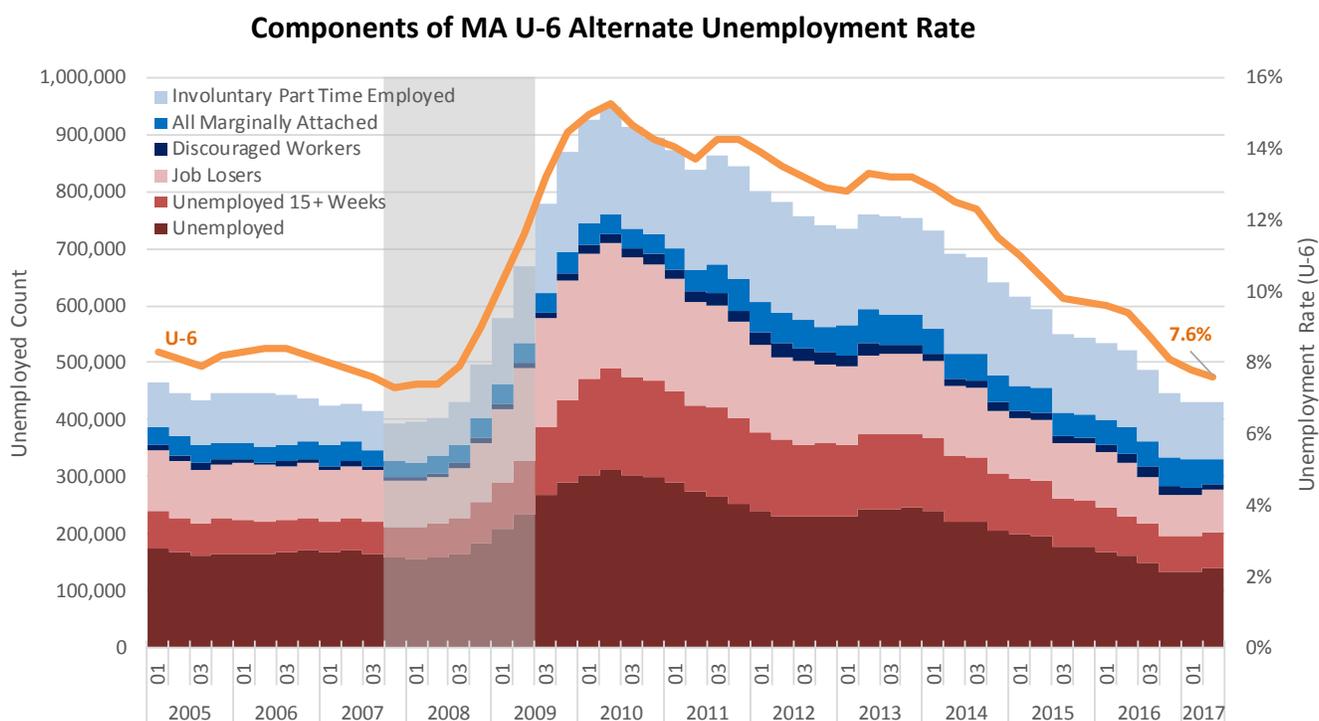
Distribution of Unemployment Rate by Reasons



Source: Unpublished BLS, CPS 12MMA Compiled By MA DUA

Alternate Unemployment Rates

The Bureau of Labor Statistics (BLS) produces quarterly average alternate unemployment rates that differ by definition from the official published monthly rates, called the U-3 rates. The alternate rates include some groups that are in the labor force and some that are not in the labor force. The rate that takes the most factors into account, the U-6, includes the published estimates for the unemployed, job losers, residents unemployed more than 15 weeks, the involuntary part-time employed, the marginally attached workers, and discouraged workers. The 2017, second quarter U-6 unemployment rate is 7.6 percent. The chart below shows the trends of the groups that make up the U-6 rate.



Source: Bureau of Labor Statistics (BLS), Quarterly Alternate Rates of Unemployment, 2005-Q1 to 2017-Q2

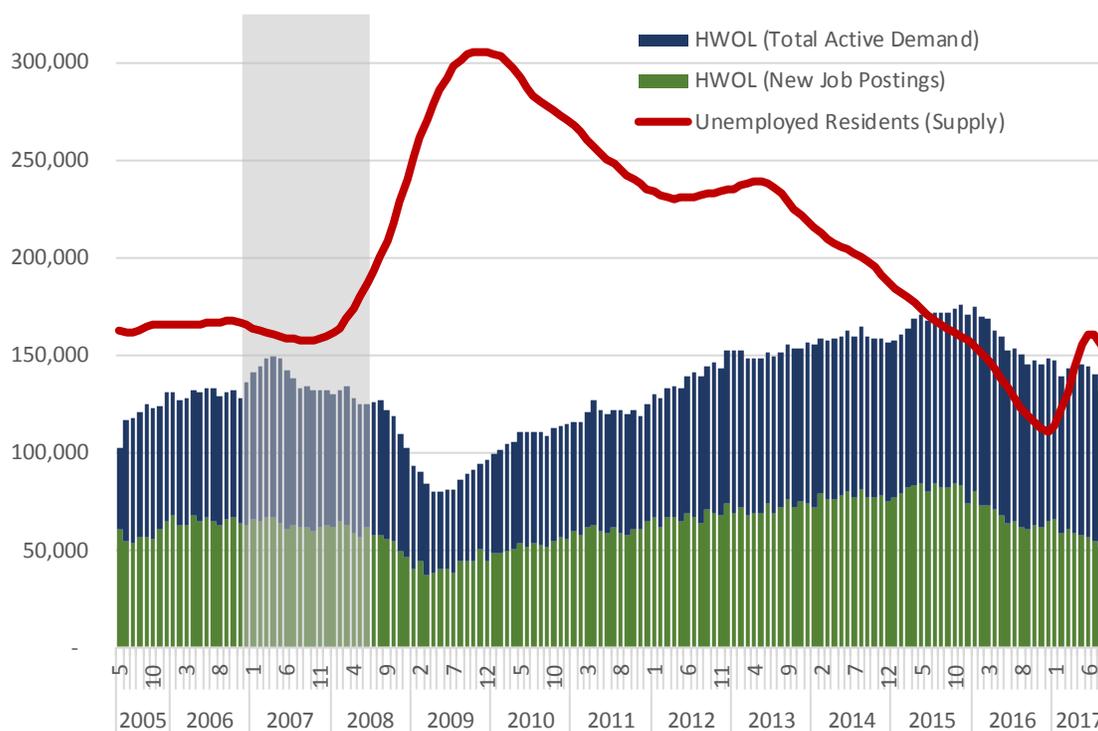


JOBS POSTINGS

The Conference Board's Help Wanted On-Line (HOWL) mid-month seasonally adjusted job postings can be used as a measure of labor demand. The HWOL active job postings peaked in November 2015 at 176,000 with the number of new job postings also peaking at the same time. The postings when compared to the seasonally adjusted estimates for the number of unemployed Massachusetts residents actively seeking work, a measure of labor supply, show the Commonwealth has a tight labor market. As of August 2017, there were 8.6 active job postings for every 10 unemployed residents seeking work. When compared to the April 2007 peak just prior to the beginning of the recession, there were 9.3 postings for every ten unemployed residents, also a tight labor market. By December 2016, the ratio of postings to unemployed was 13.5. Since that time, the ratio is back to 8.6 due mostly to fewer new monthly postings.

The chart below shows the monthly trends from May 2015 through August 2017

Labor Supply vs. Labor Demand - Massachusetts Seasonally Adjusted Data



Source: The Conference Board's Help Wanted On Line (HWOL), BLS, LAUS

Two years ago, out of every 100 job postings, 11.7 job postings were for Computer and Mathematical occupations, 10.5 were for Office and Administrative occupations, 10.1 were for Management occupations, 9.8 job postings were for Healthcare Practitioner and Technical occupations, 9.2 were for Sales and Related occupations, 6.6 were for Business and Financial Operations occupations, 5.6 for Food Preparation and Serving Relation occupations, and 5.4 are for Transportation and Material Moving occupations.

As of August 2017, out of every 100 job postings, 11.5 are for Healthcare Practitioner and Technical occupations, 10.9 are for Computer and Mathematical, 10.8 are for Management, 9.9 are for Office and Administrative, 8.3 are for Sales and Related, and 6.5 are for Education, Training, and Library occupations, 6.5 are for Business and Financial, and 4.8 are for Food and Preparation.

Over the last two years, total job postings have declined about 17,750, a drop of twelve percent. Of this decline, new job postings declined by 9,850 or seven percent.

As of August 2017, the occupation group with the largest percentage of postings was Healthcare Practitioners and Technical Occupations, representing 11.5 percent. This was followed by occupations in Computer and Mathematical; Management; Office and Administrative; and Sales and Related.

Over the past two years, job postings for occupations that required a post-secondary degree (an Associate's degree, Bachelor's degree, or higher) grew from just over 51 percent of total postings to 54 percent. Forty percent of the current job postings require a Bachelor's degree, while 26 percent require a high school diploma or equivalent.



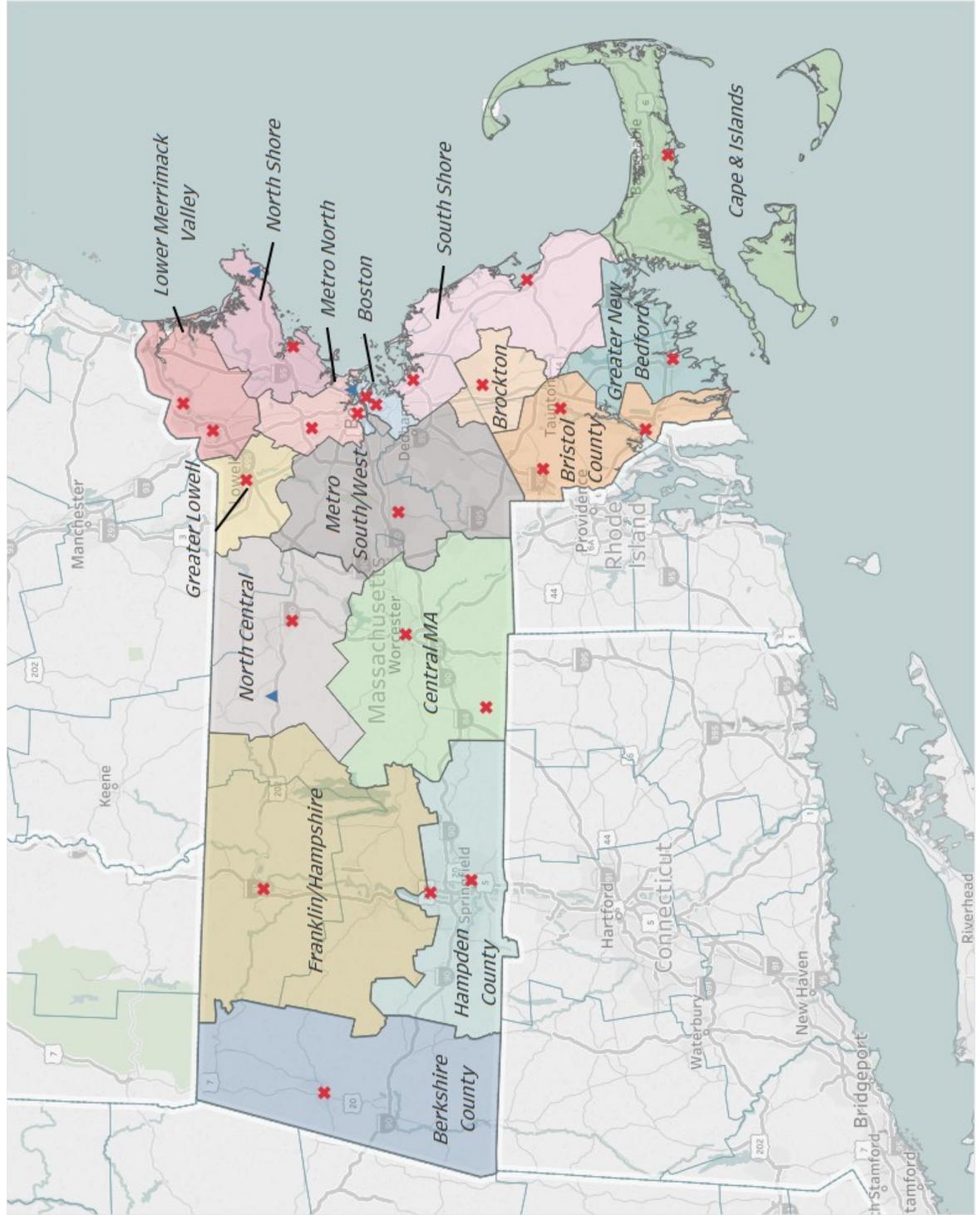
WORKFORCE DEVELOPMENT AREAS

The Massachusetts Workforce System is comprised of sixteen Workforce Development Areas (WDA) with accompanying boards. These WDAs are charged with supporting local and regional economic development, developing the workforce to meet the needs of industries and collaborating with stakeholders to create strategic plans and workforce initiatives. The following WDA summaries provide fundamental labor market information on major industries, occupations in demand and insights on the local labor force for each of the sixteen areas.

27 One-Stop Career Centers

✖ 24 Full Service

▲ 3 Satellite Office with limited services



BERKSHIRE COUNTY WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▼ -1.5%	▼ -0.4%	▼ -22.0%	▼ -1.1%	▲ 3.6%	▲ 2.2%	▲ 9.9%
2016	64,477	61,704	2,773	4.3%	\$866	5,175	12,094
2015	65,488	61,931	3,557	5.4%	\$836	5,066	11,000

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

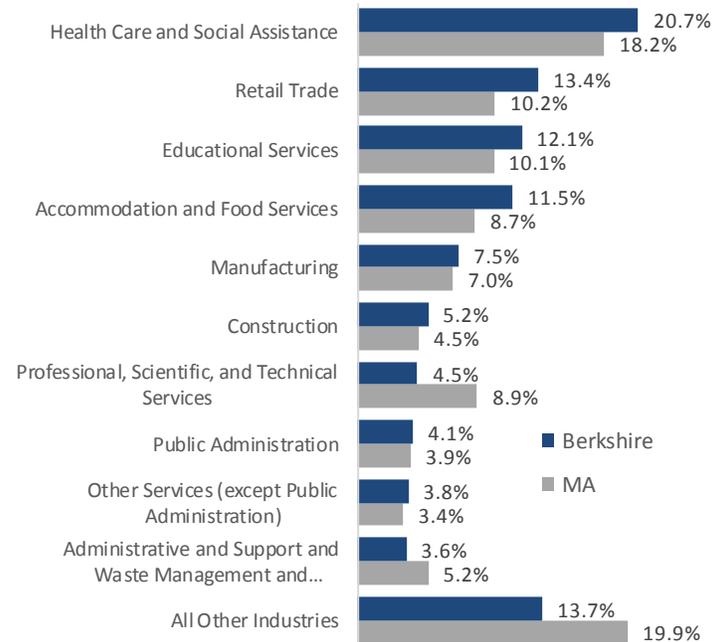
The Berkshire County WDA saw the sharpest decline in its labor force of all the WDAs, shedding just over 1,000 individuals from 2015. It was also the only region to experience a tick down of the number of individuals employed, a possible indicator that the drop in the unemployment rate is due in part to more people leaving the workforce.

Wages have increased by 3.6% in the Berkshire WDA, one of the larger gains amongst the other WDAs. The numbers of new businesses and jobs being posted demonstrated moderate increases.

The Berkshire WDA is similar in its industry make-up compared to the rest of the Commonwealth in that Health Care, Retail Trade, and Educational Services make up its three largest industries in terms of employment share. Accommodation and Food Services is another key sector accounting for 11.5% of all jobs in the region, second only to the Cape and Islands.

While the Health Care industry statewide is comprised mostly of General Hospitals and Physicians offices, the largest Health Care subsectors in the Berkshire region are Individual and Family Services with 1,860 jobs, Residential Mental Health and Substance Abuse Facilities with 1,766 jobs and Nursing Care Facilities with 1,669 jobs.

WDA vs. Statewide Private Industry Share of Jobs



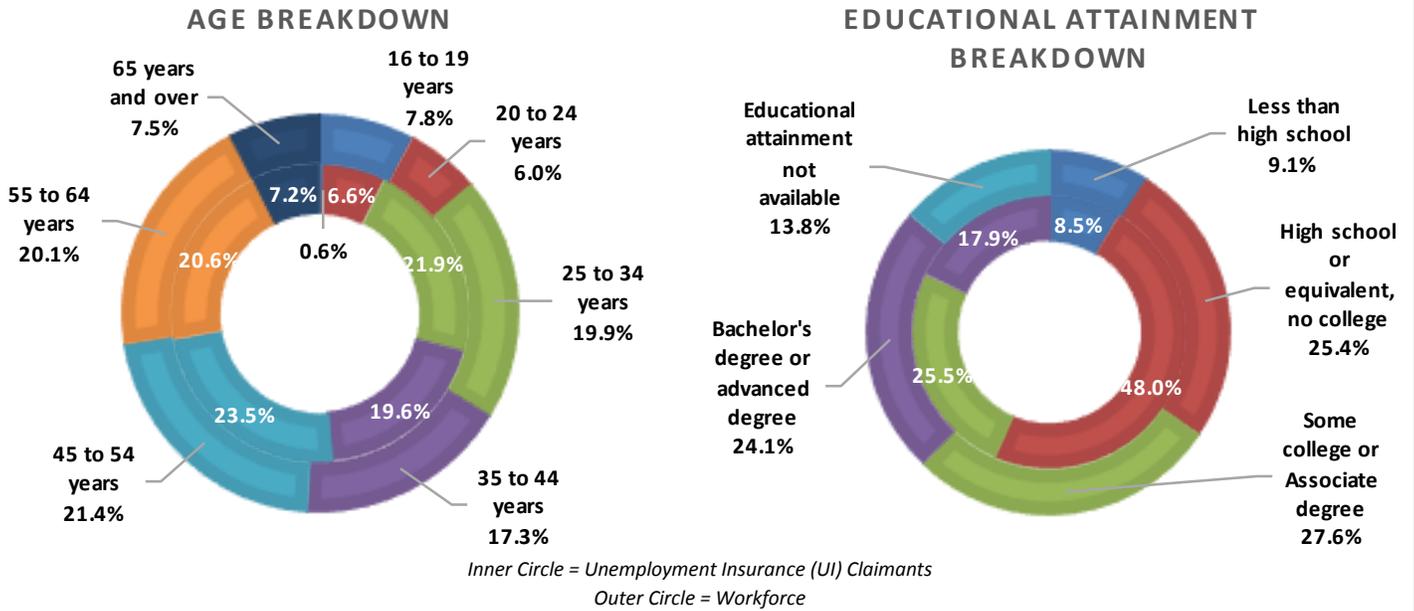
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	1,116	7	360	\$20.48	\$42,604
First-Line Supervisors of Retail Sales Workers	619	19	730	\$19.23	\$39,990
Retail Salespersons	533	96	2,890	\$10.98	\$22,829
Registered Nurses	325	54	1,480	\$36.34	\$75,590
Computer Occupations, All Other	276	*	20	\$22.67	\$47,161
Social and Human Service Assistants	238	14	180	\$18.12	\$37,693
Nursing Assistants	230	40	740	\$14.42	\$29,988
Customer Service Representatives	194	20	780	\$16.18	\$33,651
Stock Clerks and Order Fillers	181	23	660	\$12.08	\$25,121
Cashiers	172	87	1,410	\$10.40	\$21,642
First-Line Supervisors of Office and Administrative Support Workers	164	*	660	\$22.62	\$47,054
First-Line Supervisors of Food Preparation and Serving Workers	156	16	440	\$14.38	\$29,904
Combined Food Preparation and Serving Workers, Including Fast Food	145	55	970	\$10.01	\$20,819
Automotive Service Technicians and Mechanics	135	14	300	\$20.54	\$42,713
Industrial Engineers	134	*	140	\$45.47	\$94,585
Maintenance and Repair Workers, General	134	26	680	\$18.17	\$37,804
Licensed Practical and Licensed Vocational Nurses	130	18	420	\$24.03	\$49,991
Medical and Health Services Managers	128	9	280	\$55.23	\$114,877
Security Guards	110	4	230	\$15.90	\$33,062
Computer User Support Specialists	99	8	200	\$18.46	\$38,388

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



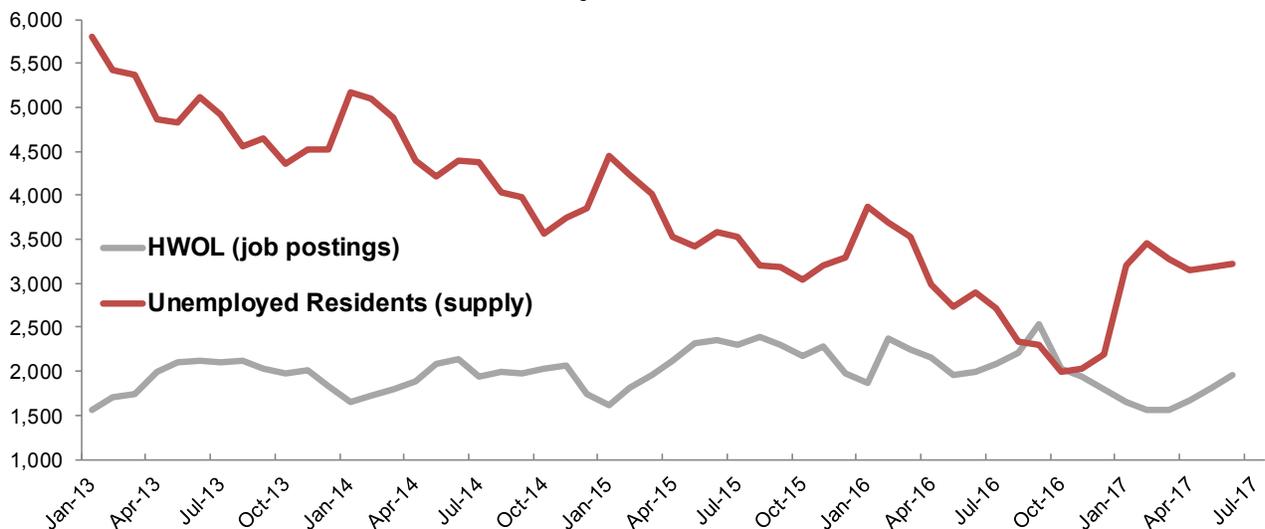
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Demand for Heavy Tractor-Trailer Truck Drivers in the region is extremely high as gauged by the volume of on-line postings in 2016 for this occupation, far exceeding other occupations. It is also notable that ads for First Line Supervisor of Retail Sales workers is greater than for Retail Sales Workers, highlighting an opportunity to develop career pathways in the Retail Trade industry.

Berkshire has one of the oldest workforces with 20.1% aged 55-64 years, the highest share amongst WDAs and 7.5% aged 65-99, third behind The Cape and Islands and Franklin/Hampshire. Just a slightly lower percentage of individuals who have less than a high school education make up the workforce than compared to the statewide share of 10.2%. At the same time, the Berkshire region has one of the lowest share of residents with a Bachelor's degree or higher at 24.1%, lower than the Commonwealth as a whole at 31.1%

The labor market tightened for much of 2016 as the number of unemployed residents who were seeking work declined while the overall number of postings remained flat. That trend has reversed somewhat in early 2017 as the number of unemployed residents began to climb again.

Labor Supply vs. Labor Demand Berkshire County WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

BOSTON WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.7%	▲ 1.9%	▼ -23.3%	▼ -1.0%	▲ 1.4%	▲ 5.0%	▲ 16.8%
2016	365,197	352,885	12,312	3.4%	\$1,794	26,702	206,691
2015	362,515	346,462	16,053	4.4%	\$1,770	25,442	176,994

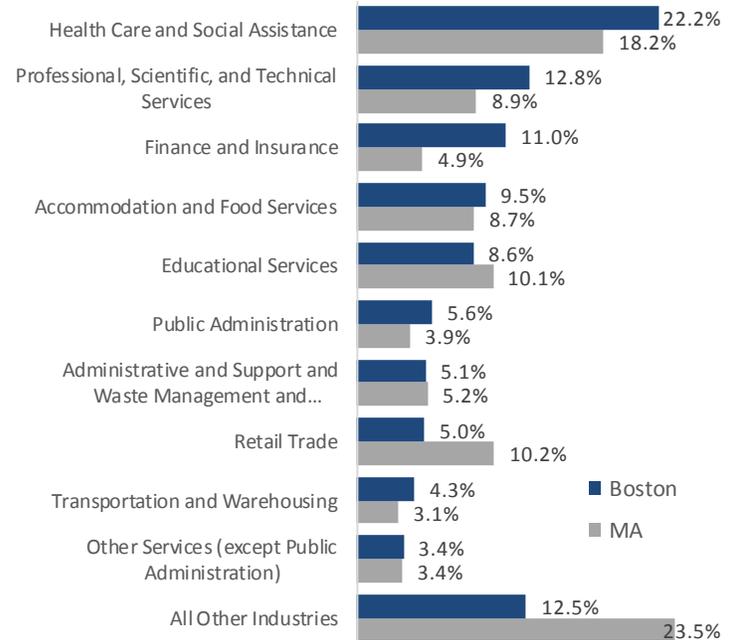
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

WDA vs. Statewide Private Industry Share of Jobs

As one of the three metropolitan WDAs, Boston has one of the larger labor forces in the Commonwealth, which grew by 0.7% in 2016 due in large part to an increase of 6,423 employed residents. This rate of increase of both employed individuals, and the labor force as a whole was second only to Greater Lowell.

The region's average weekly wage edged up slightly to \$1,794, the highest in the Commonwealth and significantly higher than the state average of \$1,297. Boston also had the largest percentage growth of businesses and a robust increase of on-line job postings.

Health care is the biggest industry in Boston, made up of General and Specialty Hospital sub-sectors that combined, generated over 90,000 jobs. Similar to other Metro regions, Professional, Scientific and Technical Services is another major industry for Boston, covering a wide array of sub sectors that include: Management; Scientific, and Technical Consulting Services; Computer Systems Design and Related Services; Legal Services; and Scientific Research and Development Services as well as Accounting, Tax Preparation, Bookkeeping, and Payroll Services.



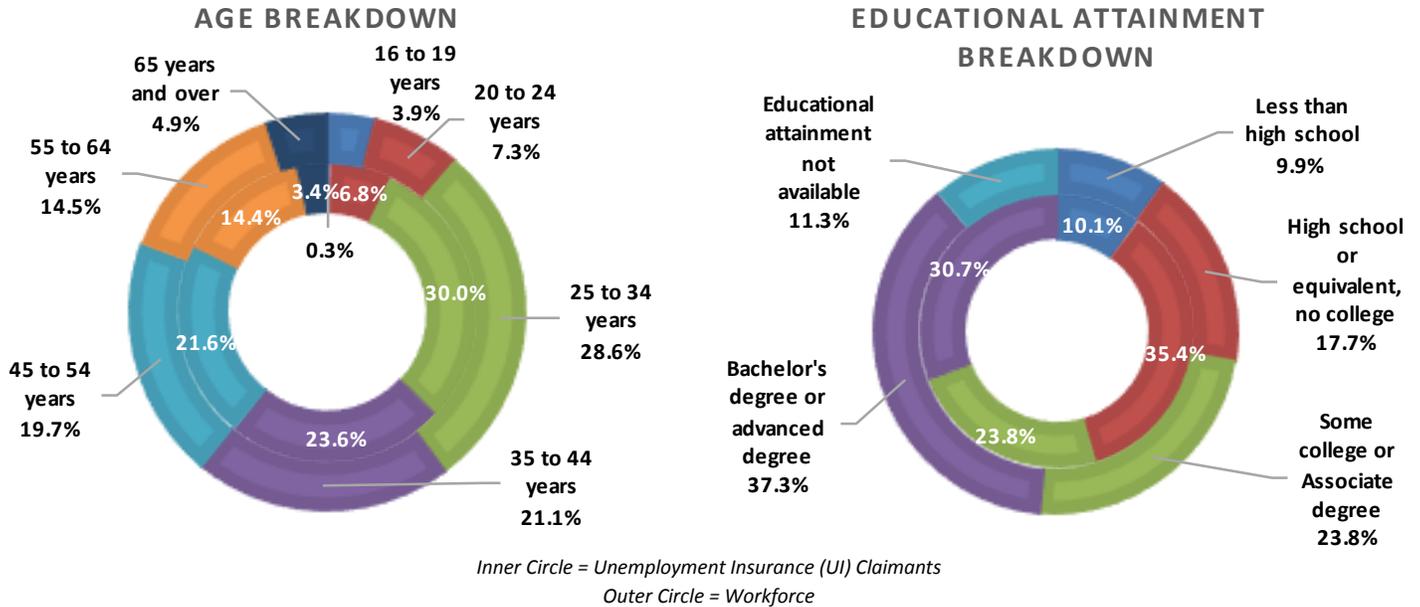
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Marketing Managers	8,255	149	2,840	\$66.12	\$137,538
Software Developers, Applications	7,378	277	6,250	\$51.53	\$107,175
Registered Nurses	7,006	1,024	22,780	\$49.55	\$103,067
Computer Occupations, All Other	6,480	49	1,250	\$45.14	\$93,881
Management Analysts	5,017	568	8,240	\$47.69	\$99,197
Medical Scientists, Except Epidemiologists	5,005	0	4,360	\$34.64	\$72,061
Sales Managers	4,689	133	2,490	\$72.80	\$151,433
Accountants and Auditors	4,688	816	11,700	\$36.66	\$76,258
Executive Secretaries and Executive Administrative Assistants	4,226	132	5,470	\$31.55	\$65,614
Financial Managers	4,067	348	9,150	\$67.64	\$140,693
Market Research Analysts and Marketing Specialists	4,019	304	5,190	\$33.78	\$70,260
Computer Systems Analysts	3,851	238	3,440	\$43.83	\$91,173
First-Line Supervisors of Office and Administrative Support Workers	3,789	298	7,460	\$31.49	\$65,499
Managers, All Other	3,786	201	2,050	\$57.24	\$119,053
Web Developers	3,368	106	1,110	\$37.50	\$77,990
Computer User Support Specialists	3,268	158	2,900	\$28.99	\$60,306
Medical and Health Services Managers	3,264	130	3,060	\$61.26	\$127,420
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	2,859	60	1,410	\$45.79	\$95,253
Social and Human Service Assistants	2,528	184	3,520	\$13.79	\$28,686
Network and Computer Systems Administrators	2,520	101	2,580	\$44.34	\$92,222

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



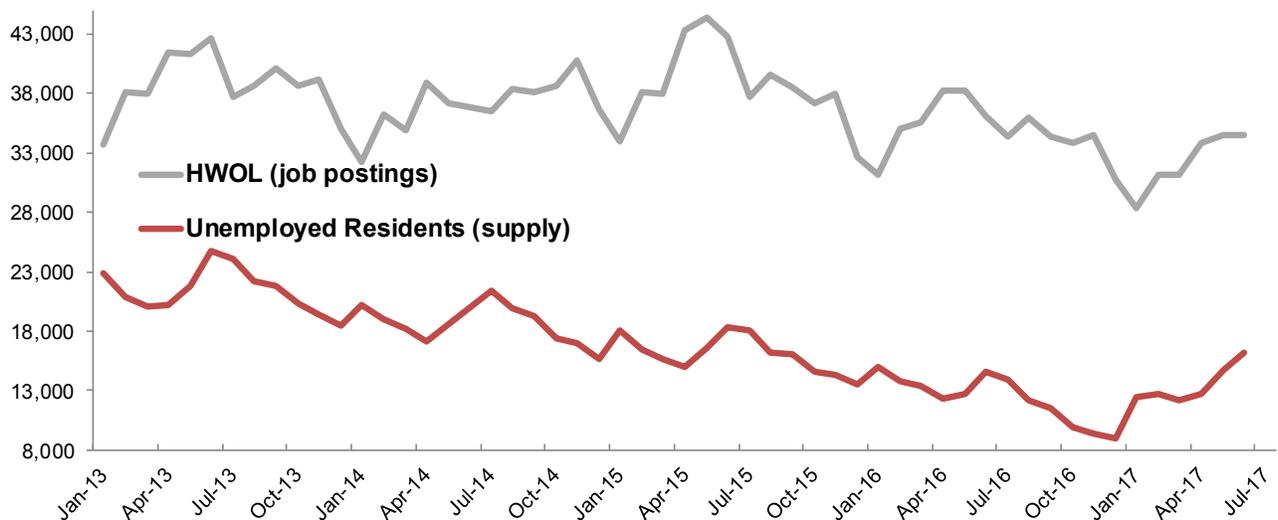
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Demand for occupations was reflected by IT, Management, Health Care, and Health Care Research related positions.

The Boston WDA workforce has the largest percentage of prime age individuals (25 to 54) of any WDA at just over 69.4%. In addition the region has the smallest percentage of its workforce in the 55 and older age range at 19.4%. Boston also boasts the most educated workforce with 37.3% of individuals in the workforce possessing a Bachelor's Degree or Higher.

The Labor Market in the Boston WDA has remained tight. By comparing unemployed residents who are looking for work as an indicator of supply to the total volume of on-line postings for occupations in the region, a consistent gap of over 20,000 positions to potential candidates can be seen.

Labor Supply vs. Labor Demand Boston WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

BRISTOL COUNTY WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▼ -0.1%	▲ 1.3%	▼ -23.9%	▼ -1.4%	▼ -2.3%	▲ 1.9%	▲ 14.4%
2016	188,459	180,095	8,364	4.4%	\$929	10,994	19,449
2015	188,718	177,724	10,994	5.8%	\$951	10,785	16,999

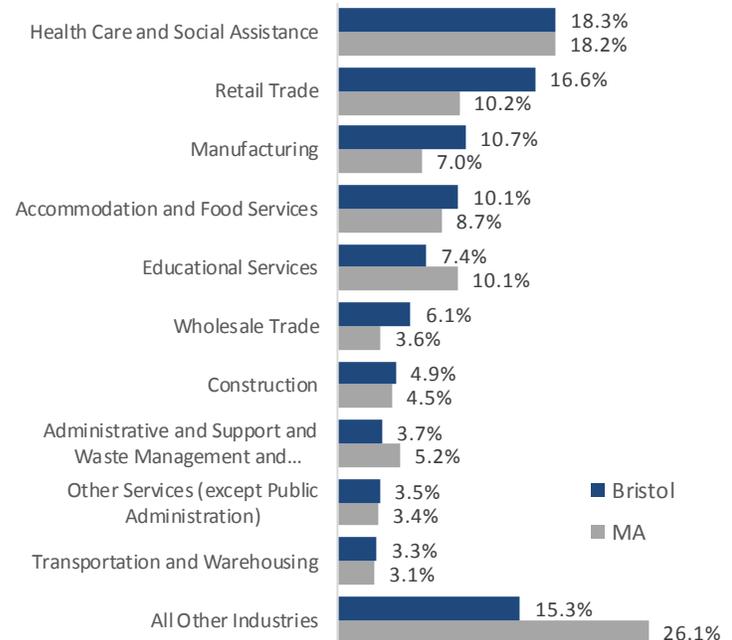
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

Bristol Workforce Development Area's mid-sized labor force remained relatively unchanged in 2016, decreasing by 259 residents. The number of employed individuals grew on pace with other WDAs while the unemployment rate dropped from 5.8% to 4.4%.

Average weekly wages for 2016 in Bristol remained lower than most other WDAs at \$929 and was one of only two WDAs that saw a decrease in wages from 2015. 209 more businesses were recorded in the region and postings for jobs grew at a rate on par with the rest of Massachusetts.

Bristol has the largest percentage of jobs in the Retail Trade sector of any other WDA. Grocery Stores, Department Stores, Automobile Dealers as well as Building Material and Supplies Dealers account for the major Retail subsectors. Manufacturing in Bristol, another industry with a higher than average share of jobs, is primarily comprised of Medical Equipment and Supplies Manufacturing; Electrical Equipment Manufacturing; and Semiconductor and Other Electronic Component Manufacturing.

WDA vs. Statewide Private Industry Share of Jobs



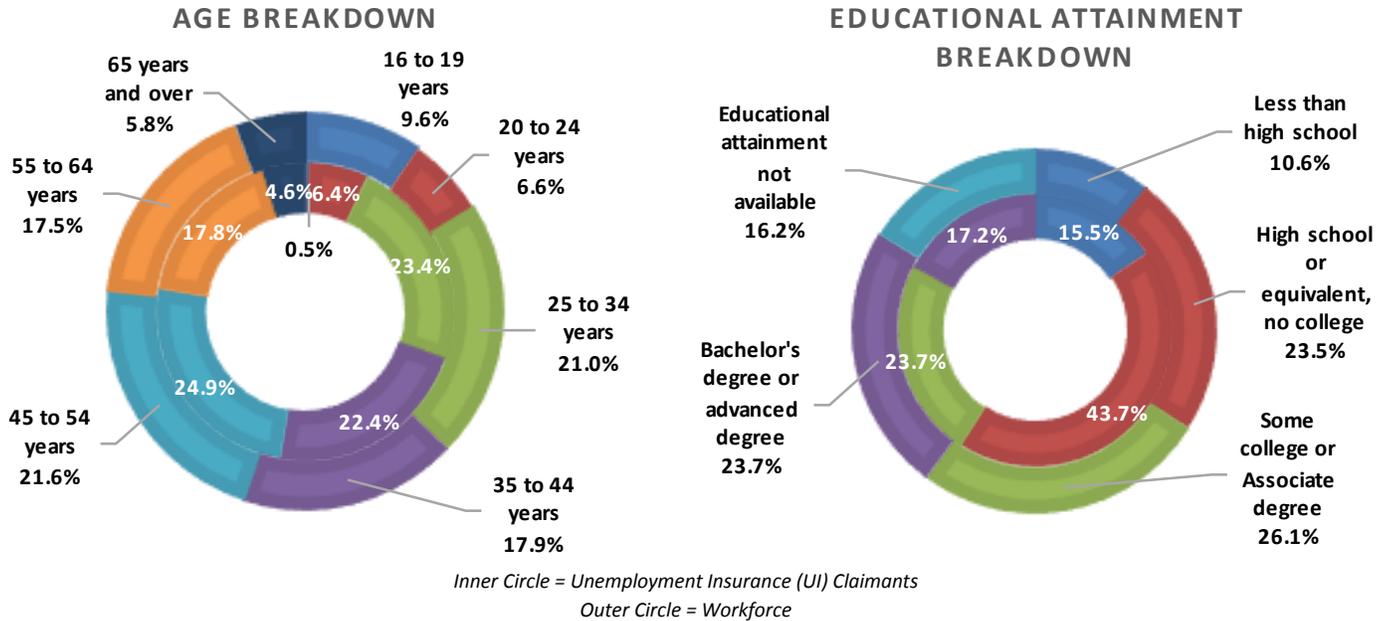
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Retail Salespersons	1,028	335	7,760	\$10.82	\$22,513
Heavy and Tractor-Trailer Truck Drivers	962	86	1,540	\$22.22	\$46,227
First-Line Supervisors of Retail Sales Workers	879	62	1,830	\$20.41	\$42,445
Registered Nurses	866	*	*	*	*
Laborers and Freight, Stock, and Material Movers, Hand	479	99	2,540	\$13.26	\$27,575
Industrial Engineers	437	7	290	\$45.20	\$94,021
Customer Service Representatives	426	88	2,620	\$16.59	\$34,513
Social and Human Service Assistants	374	64	570	\$14.76	\$30,707
First-Line Supervisors of Office and Administrative Support Workers	286	45	1,570	\$26.06	\$54,197
Licensed Practical and Licensed Vocational Nurses	269	39	620	\$24.05	\$50,034
First-Line Supervisors of Food Preparation and Serving Workers	266	87	920	\$17.61	\$36,619
Marketing Managers	254	6	160	\$60.31	\$125,455
Light Truck or Delivery Services Drivers	249	58	1,150	\$14.45	\$30,060
Automotive Service Technicians and Mechanics	240	79	810	\$18.98	\$39,471
Sales Representatives, Wholesale and Manufacturing, Except Technical	240	46	1,430	\$34.99	\$72,786
Cashiers	238	185	4,100	\$10.69	\$22,239
Medical and Health Services Managers	220	27	450	\$40.35	\$83,933
Taxi Drivers and Chauffeurs	198	39	390	\$12.39	\$25,761
Security Guards	186	8	640	\$13.61	\$28,314
Mental Health and Substance Abuse Social Workers	182	25	230	\$18.14	\$37,741

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



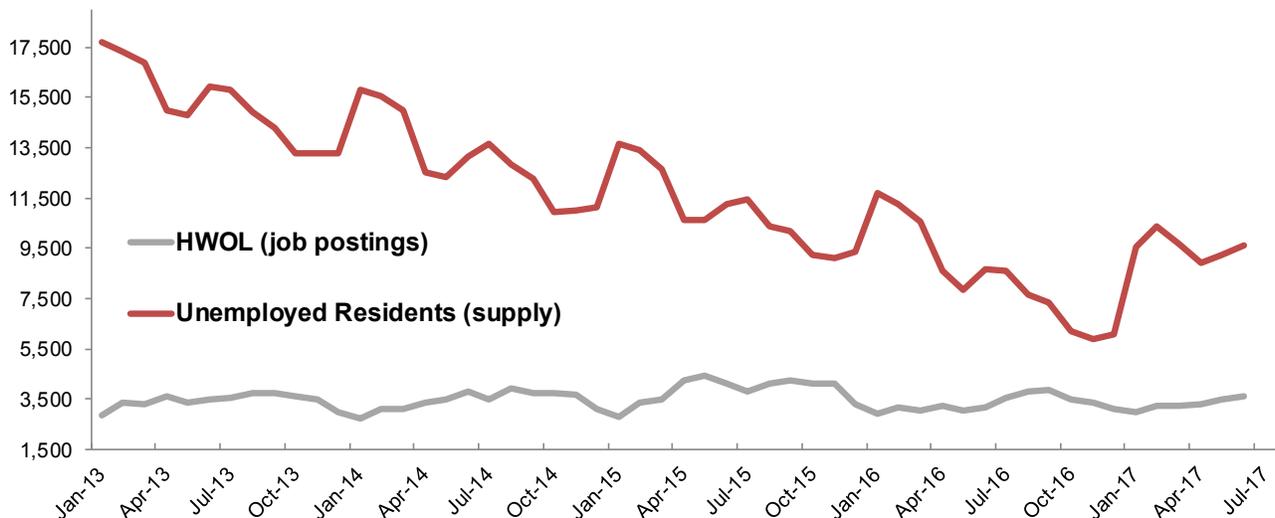
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Reflective of the Retail Industry's importance to the region's economy, Retail Salespersons and Supervisors of First-Line Retail Sales Workers were some of the highest in-demand occupations, with just over 1,900 ads being placed combined. In common with the State as a whole, the Bristol WDA saw a high volume of demand for Heavy and Tractor-Trailer Truck Drivers and Registered Nurses as well.

The age breakouts of Bristol County's workforce is similar on average to the Commonwealth, however its share of individuals with Bachelor's Degrees or Higher lags behind at 23.7% and is one of the lower rates in this regard.

The labor market has developed greater slack in the recent months. Overall demand has remained relatively flat, but after December 2016, the volume of unemployed residents who are looking for work has spiked in the region.

Labor Supply vs. Labor Demand Bristol County WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

BROCKTON WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.1%	▲ 1.4%	▼ -23.6%	▼ -1.3%	▲ 1.6%	▲ 5.0%	▲ 17.2%
2016	129,606	124,247	5,359	4.1%	\$941	7,517	14,392
2015	129,539	122,527	7,012	5.4%	\$926	7,161	12,285

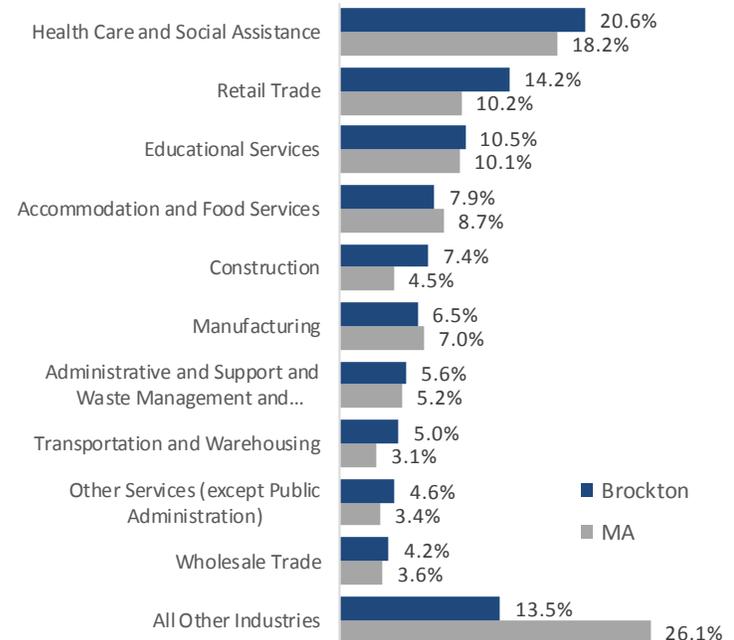
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

The Brockton WDA's labor force is one of the smaller in comparison to other WDAs and remained virtually unchanged in 2016 at 129,606, while the annual unemployment rate dropped substantially to 4.1%.

Wages gained slightly in this region, ticking up to a weekly average of \$941. The figure of 7,517 establishments falls in the lowest quarter of the sixteen WDAs, however, this was one of the largest percentage increases in growth from 2015.

In terms of industries that provide jobs, Brockton is similar to Massachusetts as a whole in that the largest sectors are Health Care and Social Assistance, Retail Trade, and Educational Services respectively. Health Care and Social Assistance is defined by its largest subsectors of General Medical and Surgical Hospitals, Home Health Care Services and Nursing Care Facilities while Retail is comprised of Grocery Stores; Department Stores; and Building Material and Supplies Dealers. The predominant subsector under Educational Services is Elementary and Secondary Schools.

WDA vs. Statewide Private Industry Share of Jobs



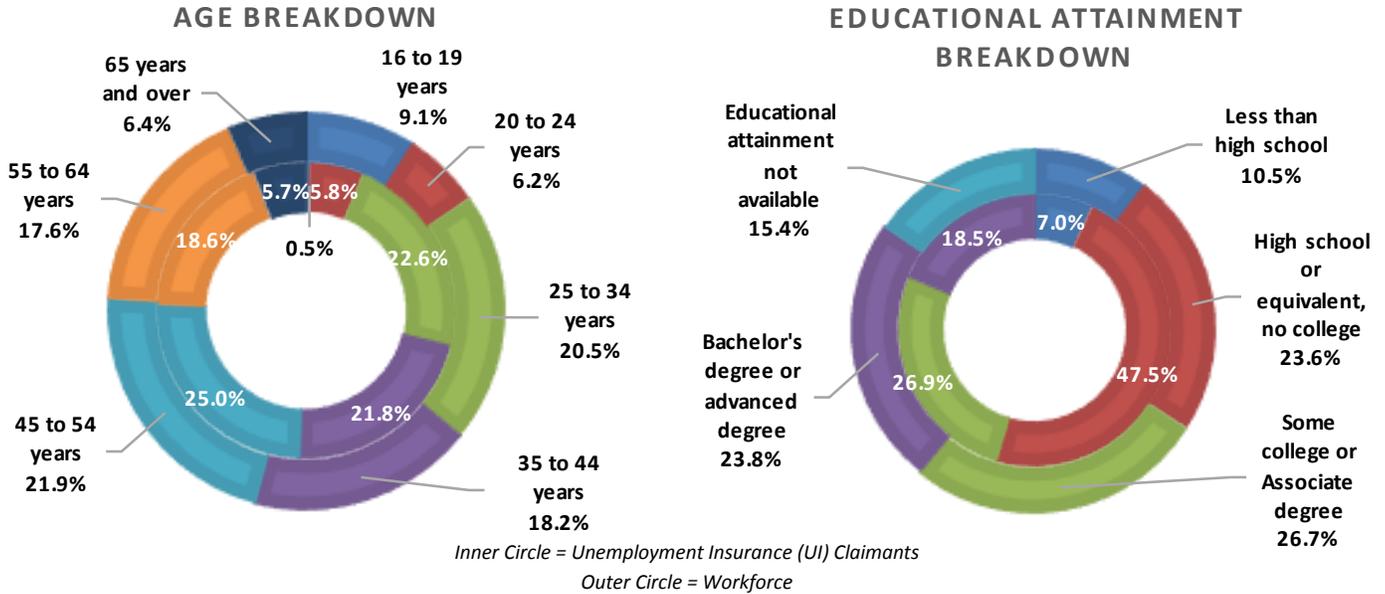
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	1,275	26	1,470	\$21.91	\$45,571
Registered Nurses	737	108	2,470	\$37.69	\$78,400
Retail Salespersons	665	122	3,430	\$11.37	\$23,659
First-Line Supervisors of Retail Sales Workers	613	36	1,160	\$20.32	\$42,262
Social and Human Service Assistants	371	22	220	\$17.54	\$36,475
First-Line Supervisors of Office and Administrative Support Workers	269	32	1,140	\$26.67	\$55,483
Customer Service Representatives	251	28	1,530	\$17.93	\$37,287
Licensed Practical and Licensed Vocational Nurses	250	25	570	\$26.79	\$55,733
Stock Clerks and Order Fillers	237	69	2,280	\$11.84	\$24,632
Medical and Health Services Managers	226	16	330	\$45.49	\$94,629
Light Truck or Delivery Services Drivers	211	34	1,040	\$16.05	\$33,388
Laborers and Freight, Stock, and Material Movers, Hand	196	96	2,020	\$12.28	\$25,542
Mental Health and Substance Abuse Social Workers	193	*	90	\$27.35	\$56,895
Sales Representatives, Wholesale and Manufacturing, Except Technical	193	20	1,110	\$29.51	\$61,381
Cashiers	189	139	2,980	\$10.66	\$22,167
Securities, Commodities, and Financial Services Sales Agents	164	*	50	\$51.41	\$106,943
First-Line Supervisors of Food Preparation and Serving Workers	161	40	690	\$14.37	\$29,895
Medical Assistants	148	12	480	\$17.77	\$36,967
Executive Secretaries and Executive Administrative Assistants	143	10	520	\$26.75	\$55,642
Maintenance and Repair Workers, General	134	22	600	\$20.99	\$43,651

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



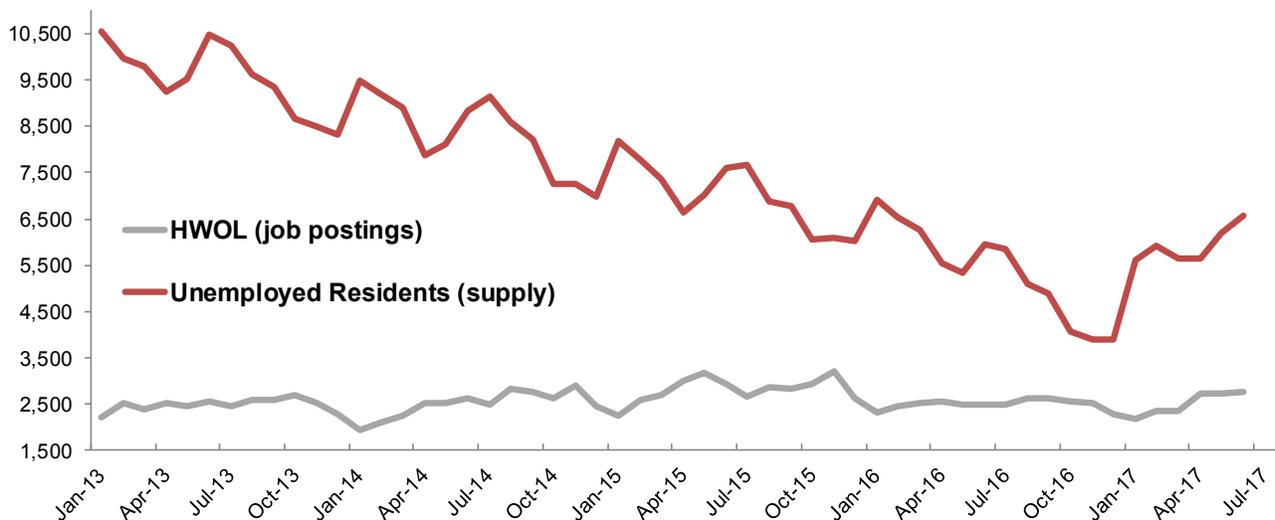
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Indications of jobs in demand point to Transportation, Health Care, Health Care Support, and Sales Related occupations. Demand for IT related occupations were comparatively low with Computer User Support Specialists being one of the most commonly sought out titles in this cluster having only 113 on-line postings in 2016. It is interesting to note that postings for Securities, Commodities, and Financial Services Sales Agents were higher than typically seen. The low current employment base of 50 may suggest a lack of talent for this occupation in the region, necessitating that employers post more ads more often to fill this role.

The characteristics of the workforce in the Brockton WDA are similar to other non-metropolitan regions. Shares of workers with High School Graduates, Some College or Associate, and Bachelor's Degree or Higher are distributed fairly evenly, but fall lower than the statewide average of 31.1% when looking at workers who possess a Bachelor's Degree or Higher.

Brockton WDA's labor market is also similar to other non-metropolitan regions in that there was a gradually tightening labor market for most of 2016 as the supply of unemployed residents looking for a job diminished. Total job postings on-line as an indicator of demand remained in the vicinity of 2,600 to 2,100 each month while the market has seen increased slack as the supply of unemployed has begun to increase in 2017.

Labor Supply vs. Labor Demand Brockton WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

CAPE & ISLANDS WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▼ -0.3%	▲ 1.2%	▼ -23.7%	▼ -1.5%	▲ 2.4%	▲ 2.3%	▲ 36.6%
2016	127,111	121,119	5,992	4.7%	\$888	11,817	9,463
2015	127,518	119,665	7,853	6.2%	\$867	11,551	6,928

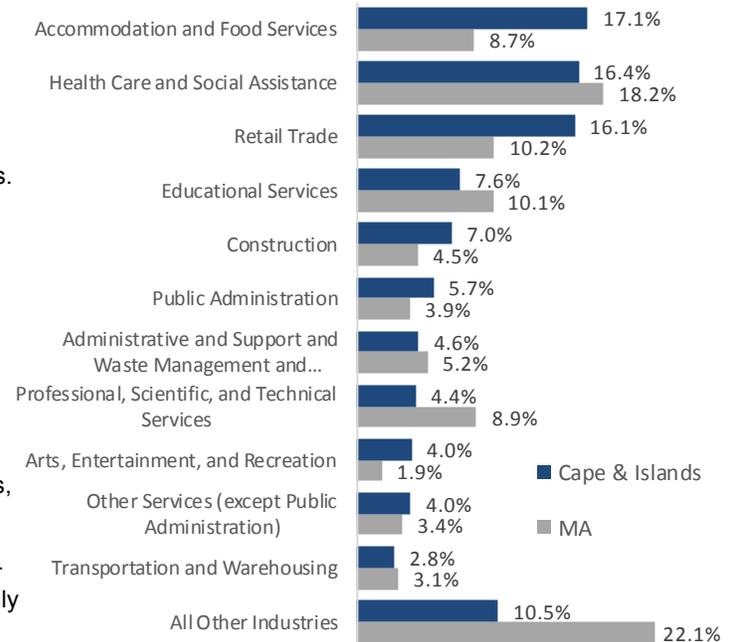
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

WDA vs. Statewide Private Industry Share of Jobs

The Cape and Islands WDA is home to the second smallest labor force in the Commonwealth at 127,111, shedding just over 400 residents from the previous year. This WDA also experienced one of the larger drops in the annual unemployment rate of a point and a half, down to 4.7%. Wages, the number of business, and ads for jobs are all below the state average due to the smaller size of the WDA compared to others. However, there was moderate growth in wages and businesses establishment and significant increases in on-line job ads.

Since tourism is a large component of the Cape and Islands WDA's local economy, it's not surprising that the Accommodation and Food Services industry sector contains the biggest share of jobs in the region. Restaurants and Other Eating Places is the subsector that makes up the bulk of jobs at 14,023, while Traveler Accommodation employs 4,070. Also relative to tourism, the Arts, Entertainment, and Recreation Industry in the Cape and Islands has the largest employment share of any other WDA at 4%. Health Care and Social Assistance; Retail Trade; and Educational Services, similar to other WDAs, are also major industries that generate jobs in this region.

Despite the overall number of jobs in the Restaurants and Other Eating Places industry sub-sector, demand for occupations were primarily for Heavy and Tractor-Trailer Truck Drivers and Registered Nurses.



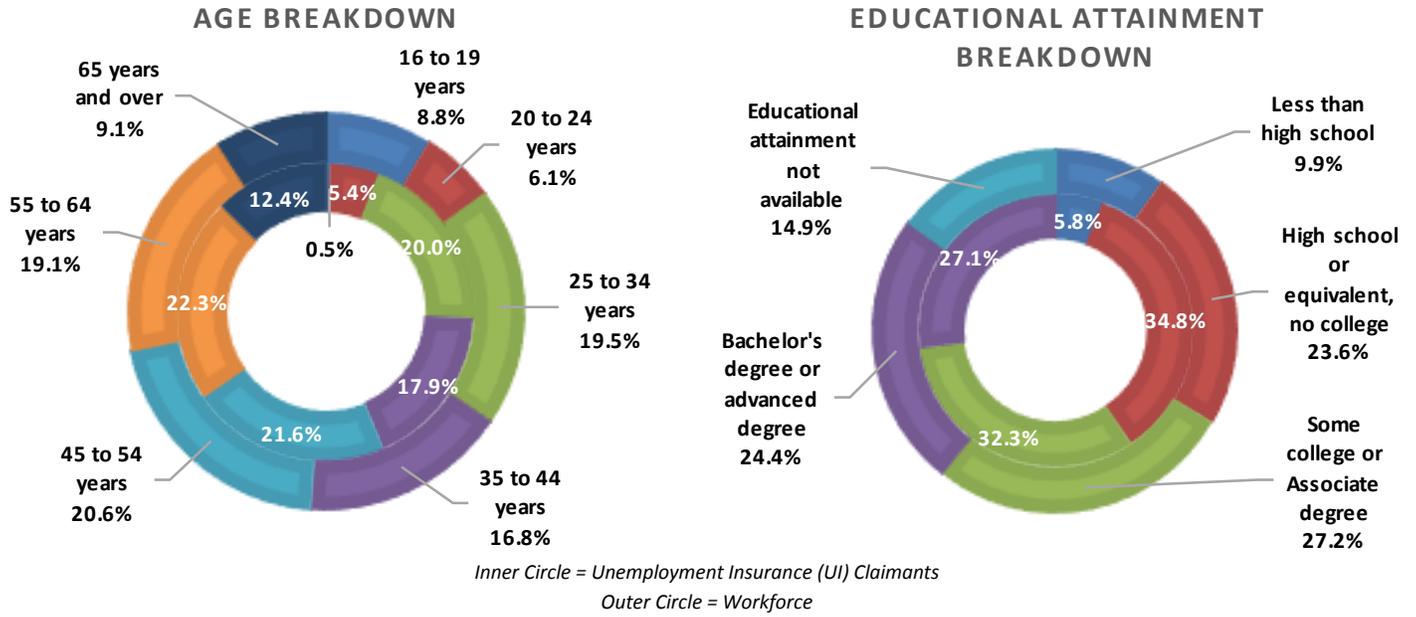
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	723	28	640	\$22.01	\$45,781
Registered Nurses	642	108	2,840	\$38.13	\$79,312
First-Line Supervisors of Retail Sales Workers	410	53	1,540	\$18.51	\$38,491
Retail Salespersons	337	238	5,700	\$13.02	\$27,083
Social and Human Service Assistants	320	22	270	\$14.70	\$30,584
Home Health Aides	169	*	510	\$14.61	\$30,384
Licensed Practical and Licensed Vocational Nurses	165	18	640	\$24.43	\$50,819
Nursing Assistants	165	39	1,340	\$14.39	\$29,932
Tellers	150	26	650	\$15.10	\$31,402
First-Line Supervisors of Office and Administrative Support Workers	148	37	1,150	\$24.58	\$51,123
Medical and Health Services Managers	139	16	440	\$46.06	\$95,815
First-Line Supervisors of Food Preparation and Serving Workers	135	65	1,300	\$19.54	\$40,648
Merchandise Displayers and Window Trimmers	132	*	90	\$15.57	\$32,388
Advertising Sales Agents	132	4	70	\$23.87	\$49,647
Customer Service Representatives	113	26	1,030	\$17.29	\$35,953
Personal Care Aides	110	44	1,190	\$13.94	\$28,987
Stock Clerks and Order Fillers	107	60	1,700	\$11.65	\$24,232
Securities, Commodities, and Financial Services Sales Agents	106	*	80	\$27.56	\$57,327
Physical Therapists	99	14	320	\$42.00	\$87,369
Light Truck or Delivery Services Drivers	97	31	810	\$15.98	\$33,234

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



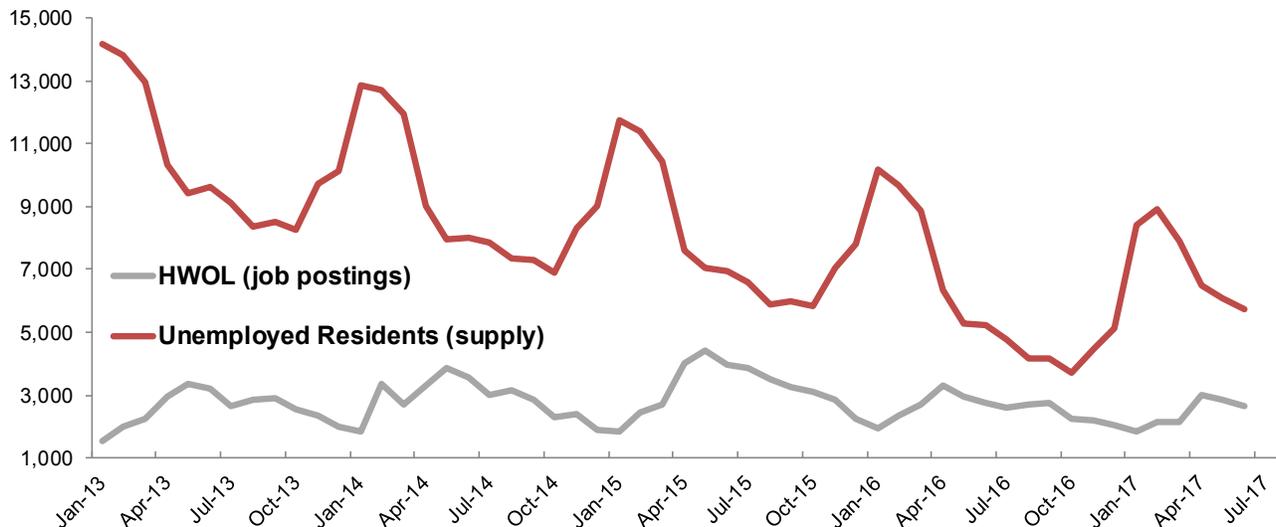
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

The number of supervisory occupations within the top twenty is noteworthy as well and may indicate challenges companies are experiencing developing talent internally or with retention.

The Cape and Islands WDA has the largest share of older individuals in the workforce with 9.1% of the workforce at age 65 or higher. This is higher than any other WDA by almost 2%, with the nearest being Berkshire County WDA at 7.5%. The Region's share of workers who are more likely to be transitioning into retirement (ages 55-64) is higher than average as well at 19.1%. Only the Berkshire County WDA is higher at 20.1%.

As is evident in the Labor Supply vs Labor Demand chart, the volume of unemployed residents looking for work and the volume of on-line ads being posted in this region are far more subject to seasonality than other WDA. It is highly based on the summer months associated with Cape Cod tourism. The long term view would indicate a slight tightening trend where the potential labor supply is smaller each summer while demand remains fairly constant.

Labor Supply vs. Labor Demand Cape & Islands WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

CENTRAL MA WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▼ -0.1%	▲ 1.1%	▼ -23.7%	▼ -1.2%	▲ 1.5%	▲ 4.0%	▲ 15.2%
2016	307,571	295,681	11,890	3.9%	\$1,032	18,363	57,543
2015	307,983	292,402	15,581	5.1%	\$1,017	17,659	49,948

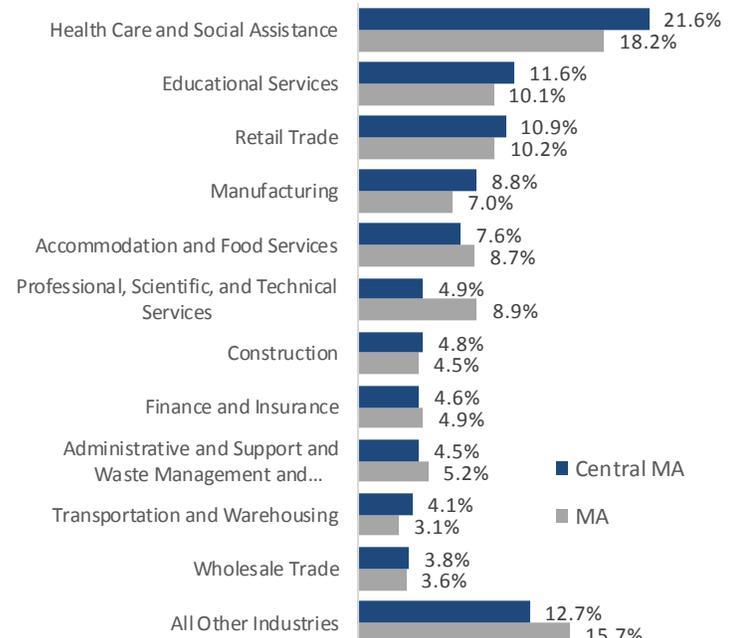
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

The Central Massachusetts WDA has the fourth largest labor force in the Commonwealth at 307,571 residents. While the total labor force figure was, in essence, unchanged, the number of those employed increased by 3,279, and the number of unemployed dropped by 3,691.

Average weekly wages run slightly below the State as a whole at \$1,032 per week, barely increasing from 2015. 704 or 4% more companies did business in the region, one of the larger percentage increases amongst WDAs, and the volume of on-line postings for jobs increased by 7,595.

The Health Care and Social Assistance Industry is the largest employer in the WDA, accounting for an average of 56,264 jobs in 2016, almost double that of the second largest Industry, Educational Services, which generated 30,192 jobs. The larger Health Care sub-sectors are General Medical and Surgical Hospitals; Individual and Family Services; and Nursing Care Facilities. Educational Services employment in the region falls primarily under Elementary and Secondary Schools and Colleges, Universities, and Professional Schools.

WDA vs. Statewide Private Industry Share of Jobs



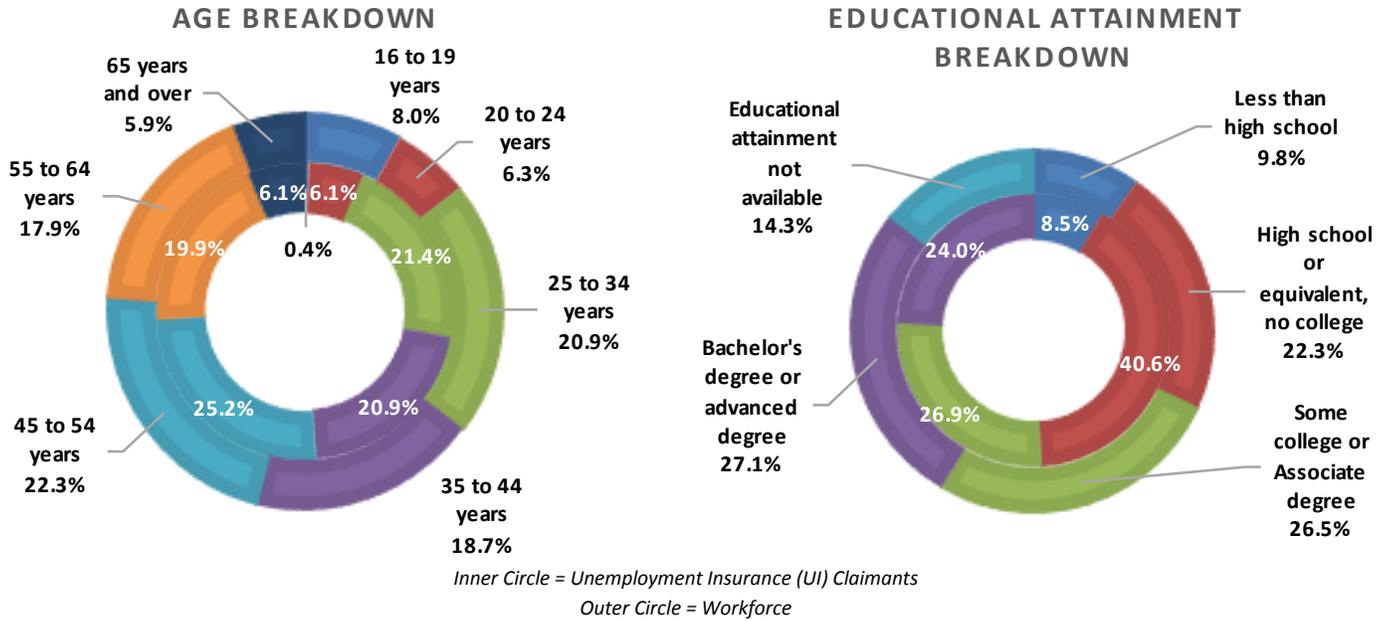
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Registered Nurses	3,605	344	7,500	\$38.49	\$80,063
Heavy and Tractor-Trailer Truck Drivers	3,495	123	2,780	\$23.17	\$48,187
Social and Human Service Assistants	1,809	145	1,480	\$14.69	\$30,560
First-Line Supervisors of Retail Sales Workers	1,640	89	2,310	\$19.54	\$40,653
Retail Salespersons	1,606	374	7,560	\$11.04	\$22,961
Nursing Assistants	994	190	4,160	\$14.08	\$29,276
First-Line Supervisors of Office and Administrative Support Workers	992	102	2,870	\$25.71	\$53,468
Customer Service Representatives	983	170	4,960	\$17.46	\$36,324
Medical Scientists, Except Epidemiologists	932	*	310	\$31.35	\$65,200
Industrial Engineers	826	24	490	\$40.41	\$84,057
Medical and Health Services Managers	817	40	1,000	\$48.03	\$99,896
Medical Secretaries	780	80	2,460	\$19.80	\$41,184
Marketing Managers	710	20	540	\$58.14	\$120,938
Stock Clerks and Order Fillers	700	164	4,690	\$11.77	\$24,488
Mental Health and Substance Abuse Social Workers	666	39	790	\$18.51	\$38,497
Executive Secretaries and Executive Administrative Assistants	645	27	1,550	\$26.08	\$54,247
Computer User Support Specialists	640	26	960	\$25.08	\$52,172
Licensed Practical and Licensed Vocational Nurses	609	72	1,800	\$26.73	\$55,589
First-Line Supervisors of Food Preparation and Serving Workers	573	106	1,460	\$17.20	\$35,768
Medical Assistants	552	52	1,100	\$18.23	\$37,927

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



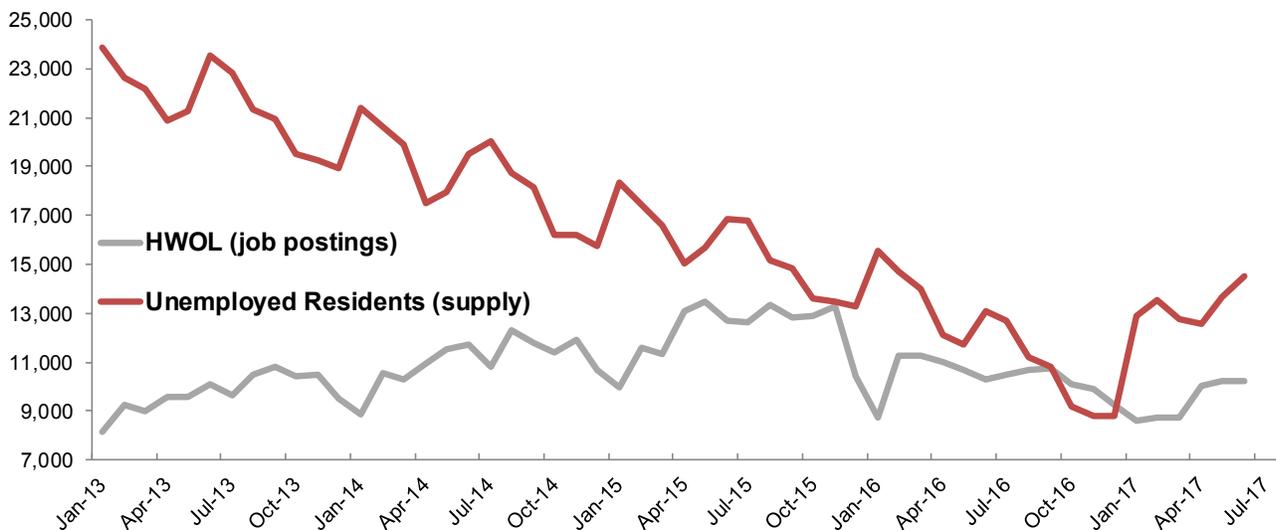
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

A look at occupations being sought by employers show the Health Care industry's importance to the Central MA WDA. Registered Nurses demonstrate the highest demand and is one of nine occupations in the top twenty closely related to Health Care industry. The need for Heavy and Tractor-Trailer Truck Drivers is apparent as well and may arguably be more critical in the short term than the demand for Nurses. While these two occupations have a similar volume of on-line job postings, the current employment level for Truck Drives is significantly less than Registered Nurses. This may indicate greater challenges for companies to find new drivers with a smaller pool to draw from.

The age composition of Central MA WDA's workforce mirrors the State as a whole. In terms of educational attainment, the percentage of workers who had only a High School Degree or Equivalent or Some Collage or Associates were both slightly higher than Massachusetts percentages of 20.4% and 25.3%. The share of this region's workers with a Bachelor's Degree or Higher was slightly lower than the state as a whole but was one of the larger shares outside of Boston or the Metro WDAs.

The Labor Market became increasingly tight during 2016 in the region, with more jobs being posted than unemployed residents looking for work in the last several months of the year. Since January 2017 that trend has begun to reverse as the number of unemployed residents has climbed.

Labor Supply vs. Labor Demand Central MA WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

FRANKLIN/HAMPSHIRE WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▼ -0.1%	▲ 0.9%	▼ -23.1%	▼ -1.0%	▲ 0.7%	▲ 1.8%	▲ 15.1%
2016	134,036	129,458	4,578	3.4%	\$833	7,719	13,798
2015	134,222	128,265	5,957	4.4%	\$827	7,582	11,992

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

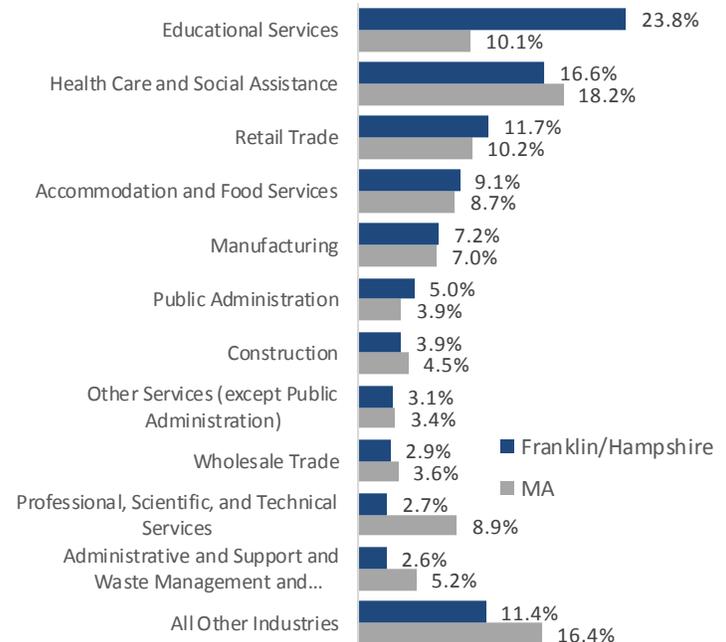
The Franklin/Hampshire WDA, located to the North and West of Boston, saw an average labor force of 134,036 residents in 2016. While the total residents in the labor force is virtually unchanged, 1,193 more of those residents are now employed.

Average weekly wages remained flat in the region and were the lowest in the Commonwealth. Business growth from 2015 was tepid, as Franklin/Hampshire added 137 new establishments while the volume of posting for jobs showed a more moderate increase compared to other WDAs.

The Educational Services industry sector is, without question, Franklin/Hampshire WDA's largest source of jobs. Almost a quarter of all jobs in the region fall in this sector, making it the biggest share of Educational employment amongst all WDAs. Colleges, Universities, and Professional Schools is the largest sub sector in terms of jobs at 12,008 followed by Elementary and Secondary Schools, which accounted for an average of 8,771 jobs.

While Franklin/Hampshire is one of only three regions where the Health Care and Social Assistance Industry is not the primary share of job, it is the second largest share at 16.6%. The main subsectors are General Medical and Surgical Hospitals and Individual and Family Services, which employed on average, 3,107 and 3,049 individuals respectively.

WDA vs. Statewide Private Industry Share of Jobs



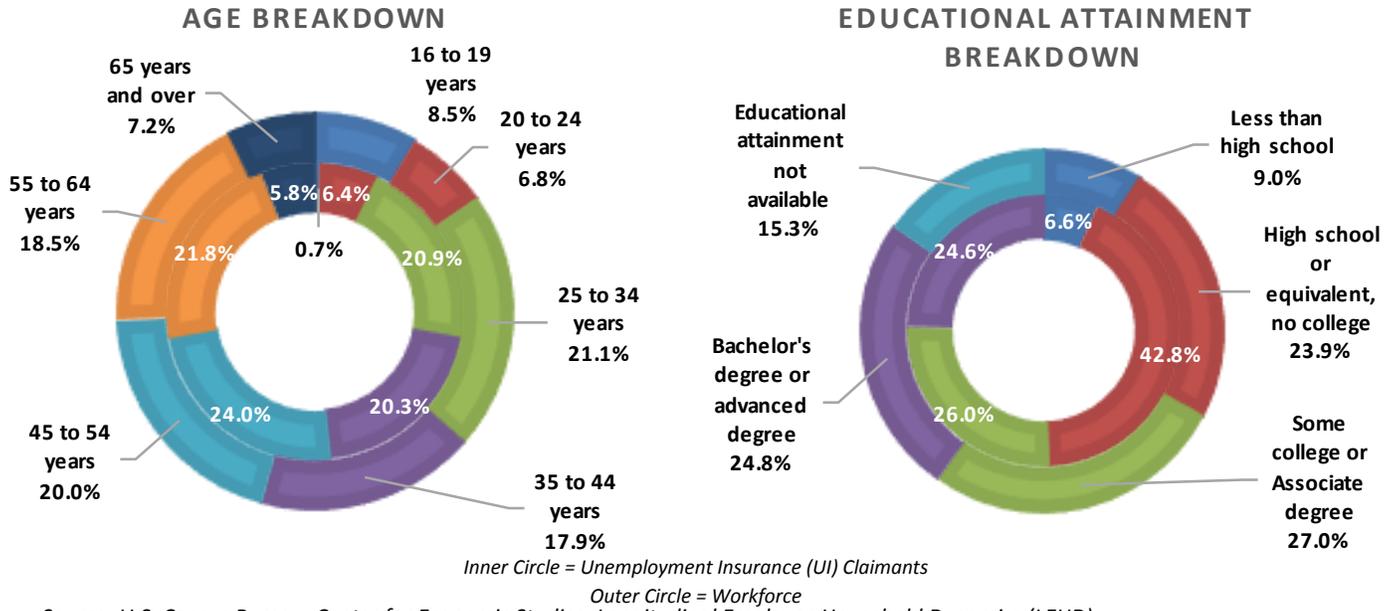
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	1,511	25	650	\$22.08	\$45,929
Registered Nurses	670	68	2,000	\$36.60	\$76,123
Social and Human Service Assistants	467	31	690	\$17.66	\$36,731
First-Line Supervisors of Retail Sales Workers	412	30	800	\$19.17	\$39,866
Retail Salespersons	378	138	2,420	\$11.62	\$24,166
Medical and Health Services Managers	257	18	530	\$45.05	\$93,700
First-Line Supervisors of Food Preparation and Serving Workers	191	43	730	\$17.58	\$36,570
First-Line Supervisors of Office and Administrative Support Workers	191	42	1,120	\$27.49	\$57,174
Stock Clerks and Order Fillers	182	66	1,210	\$12.85	\$26,721
Executive Secretaries and Executive Administrative Assistants	172	12	720	\$21.75	\$45,243
Licensed Practical and Licensed Vocational Nurses	171	26	740	\$23.60	\$49,087
Nursing Assistants	151	58	1,320	\$14.80	\$30,785
Medical Assistants	151	11	350	\$16.76	\$34,870
Customer Service Representatives	147	52	1,180	\$16.78	\$34,910
Computer User Support Specialists	140	10	320	\$22.14	\$46,044
Combined Food Preparation and Serving Workers, Including Fast Food Cashiers	139	108	2,800	\$10.92	\$22,724
Cashiers	127	134	2,500	\$10.41	\$21,647
Medical Secretaries	121	16	460	\$19.50	\$40,562
Teacher Assistants	118	52	1,810	*	\$29,423
Mental Health and Substance Abuse Social Workers	111	10	310	\$25.84	\$53,748

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



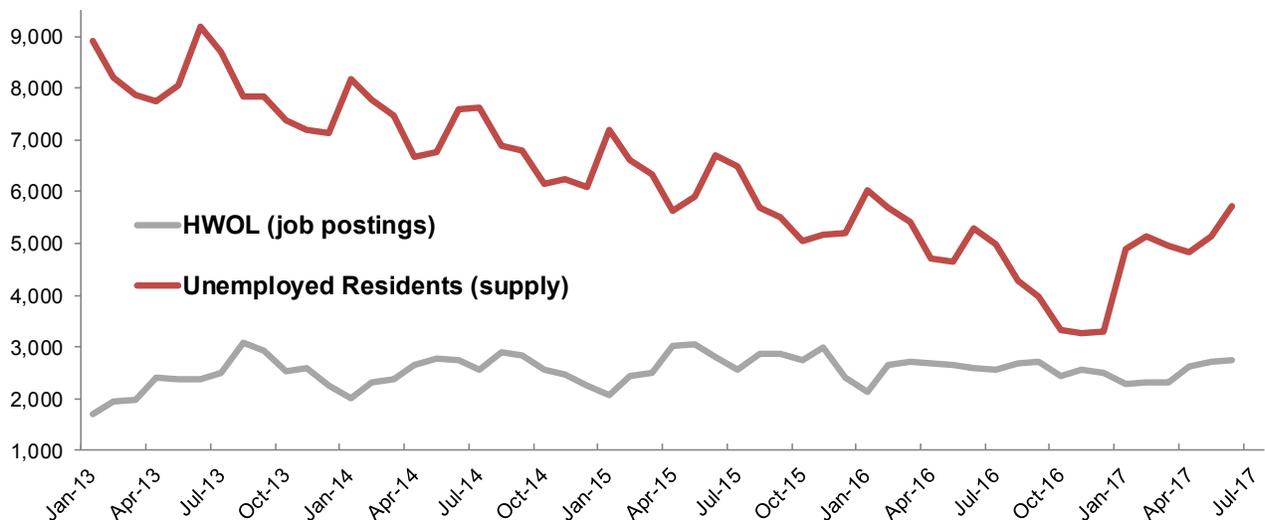
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

The strongest in-demand occupation is clearly Heavy and Tractor-Trailer Truck Drivers, which had more than double the job posting volume from the next closest occupation of Registered Nurses. With the Educational Services Industry factoring so prominently in the local economy, it might be expected that more Education, Training and Library occupations would appear with higher volumes of job postings. However, Educational Services in Franklin/Hampshire has one of the lowest turnover rates of any industry (Turnover Rate of 0.056 from Census LEHD), which may play a factor in greater demand being indicated for other occupations.

The workforce in this region is older on average. It has the second largest share of workers at age 65 and up at 7.5%, second only to the Cape and Islands WDA. In terms of educational attainment, more workers appear to have a High School Diploma or have obtained an Associate's degree or attend some college when compared to the State as a whole. However, not as many of those individuals seem to be completing advanced degree programs or working in occupations that require a Bachelor's Degree or Higher. At 24.8%, this share is lower than the Massachusetts share of workers with a Bachelor's Degree or Higher at 31.1%.

Similar to other WDA's outside of Boston and Metro WDAs, the labor market in Franklin/Hampshire showed a steady decline in the number of available workers through 2016 with an uptick beginning in 2017 while labor demand has remained relatively flat overall.

Labor Supply vs. Labor Demand Franklin/Hampshire WDA Non-Seasonal Data



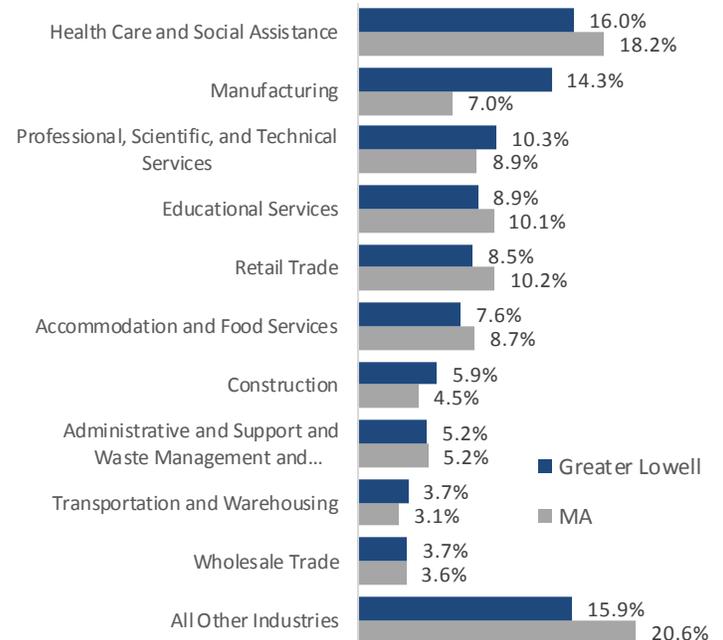
Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

GREATER LOWELL WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 1.0%	▲ 2.3%	▼ -23.1%	▼ -1.2%	▲ 1.1%	▲ 3.2%	▲ 21.5%
2016	151,449	145,626	5,823	3.8%	\$1,279	8,441	29,859
2015	149,941	142,370	7,571	5.0%	\$1,265	8,180	24,567

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

WDA vs. Statewide Private Industry Share of Jobs



Source: BLS, QCEW

The labor force in the Greater Lowell WDA grew one percent to 151,449 residents in 2016. This WDA benefited from the largest percent increase of residents who were employed as well, a gain of 2.3%. Wages, which are higher than average in this region, edged up to \$1,279 per week while the number of business and the volume of job postings showed robust growth.

Like many other WDAs, the Health Care and Social Assistance industry holds the largest share of jobs in the region at 16% and is followed closely by Manufacturing at 14.3%. Greater Lowell has one of the larger shares of manufacturing jobs in the Commonwealth, only the Lower Merrimack Valley and North Central WDAs had greater shares.

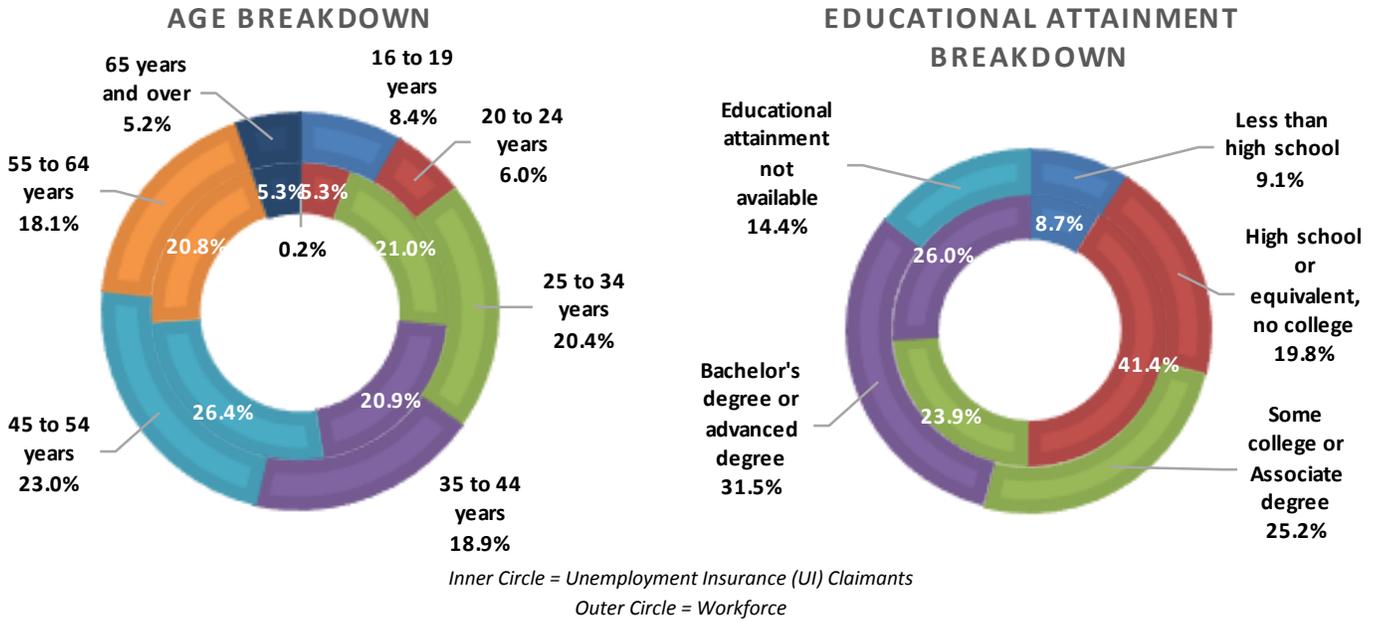
Manufacturing can be characterized in this WDA by its two primary sub sectors of Navigational, Measuring, Electro-medical, and Control Instruments Manufacturing with 5,054 jobs and Semiconductor and Other Electronic Component Manufacturing with 2,236 jobs. The Professional, Scientific, and Technical Services industry sector also factors heavily in the regions jobs count with the highest share of jobs outside of a metropolitan WDA.

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	1,405	47	1,430	\$23.09	\$48,022
Software Developers, Applications	1,213	52	1,370	\$55.29	\$114,999
Computer Occupations, All Other	977	3	260	\$53.17	\$110,595
Marketing Managers	943	25	490	\$66.51	\$138,347
Registered Nurses	785	86	2,450	\$36.74	\$76,430
Industrial Engineers	701	24	680	\$46.80	\$97,340
Medical Scientists, Except Epidemiologists	640	*	*	*	*
Computer User Support Specialists	585	48	880	\$26.86	\$55,872
First-Line Supervisors of Office and Administrative Support Workers	531	46	1,090	\$29.17	\$60,682
Network and Computer Systems Administrators	528	16	440	\$40.20	\$83,613
First-Line Supervisors of Retail Sales Workers	491	36	760	\$23.40	\$48,663
Management Analysts	457	40	530	\$43.74	\$90,974
Accountants and Auditors	457	72	1,130	\$35.74	\$74,329
Customer Service Representatives	456	123	2,200	\$17.67	\$36,760
Retail Salespersons	455	126	2,350	\$12.23	\$25,440
Managers, All Other	443	16	330	\$48.81	\$101,518
Social and Human Service Assistants	435	36	400	\$14.14	\$29,412
General and Operations Managers	405	96	3,350	\$46.63	\$96,990
Computer Systems Analysts	377	55	760	\$44.43	\$92,405
Sales Managers	312	28	630	\$66.29	\$137,888

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average

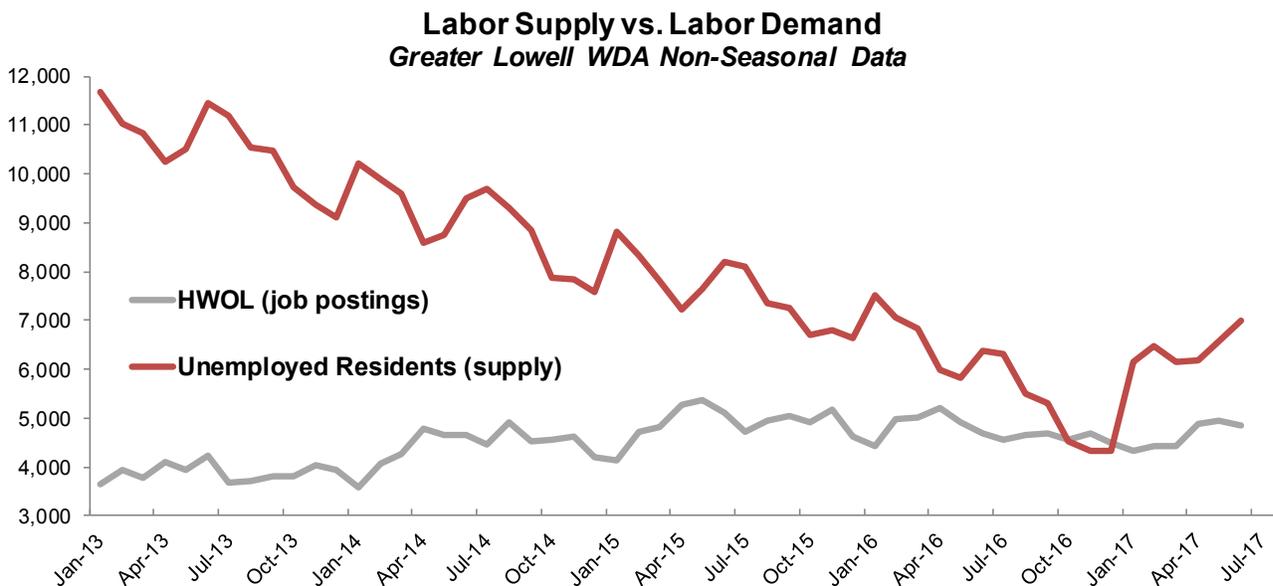


Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Computer Systems Design and Related Services and Scientific Research and Development Services are the two primary subsectors under Professional, Scientific and Technical Services. A second tier is made up of Architectural, Engineering, and Related Services and Management, Scientific, and Technical Consulting Services.

The workforce in the Greater Lowell WDA skews slightly towards middle age with a higher percentage of workers between the ages of 45 to 64 than the State average while having the second lowest share of workers at age 65 and up amongst all other WDAs. This region edges the Commonwealth as a whole in having a Bachelor's Degree or Higher and is relatively well educated with one of the lower shares of workers with less than a High School Diploma or Equivalent.

The region's labor market demonstrates a similar but more pronounced trend to other non-metro WDA where the supply of unemployed residents steadily decreased before reversing itself starting in 2017. Postings for jobs has stayed relatively stable but briefly outstripped the potential supply of unemployed individuals in late 2016.



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

GREATER NEW BEDFORD WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▼ -0.2%	▲ 1.5%	▼ -24.1%	▼ -1.6%	▲ 2.2%	▲ 4.2%	▲ 18.9%
2016	113,394	107,609	5,785	5.1%	\$888	7,373	12,955
2015	113,626	106,001	7,625	6.7%	\$869	7,075	10,898

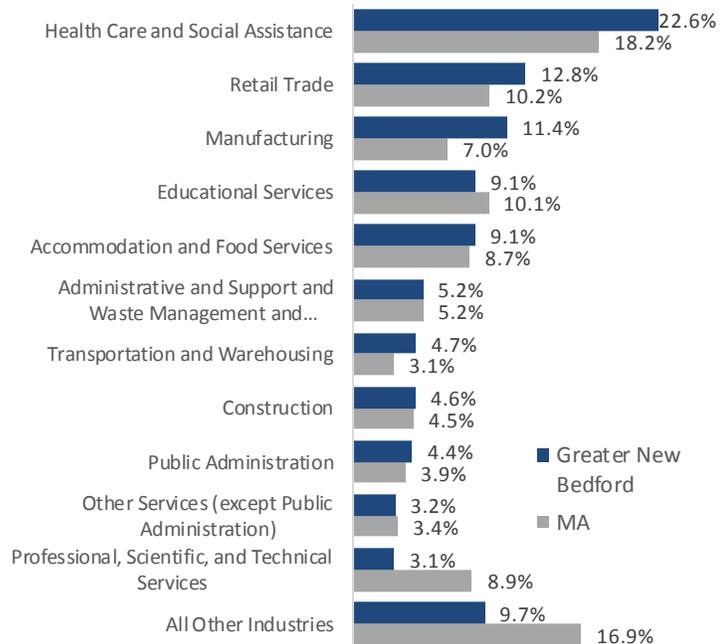
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)
WDA vs. Statewide

Encompassing 113,394 residents, this region's labor force is relatively small compared to other WDAs. Only the Berkshire WDA had fewer residents who were either employed or unemployed but looking for work. The region's Unemployment Rate dropped significantly from 6.7% to 5.1% but still remains one of the highest in the Commonwealth. Average wages were on the lower end of the spectrum and rose moderately compared to other regions from 2015 as did the number of business establishment and the volume of on-line postings for jobs within the region.

The Health Care and Social Assistance industry sector produced almost a quarter of all jobs in the region, only the Boston WDA had a larger employment share in this sector. However, this industry differs in Greater New Bedford than other WDAs in that the sub sectors containing the most jobs are Individual and Family Services and Nursing Care Facilities instead of General Medical and Surgical Hospitals.

Manufacturing also is a major industry in this region's economy with a mix of Durable and Non-Durable goods producing subsectors that included Medical Equipment and Supplies Manufacturing; Semiconductor and Other Electronic Component Manufacturing; and Seafood Product Preparation and Packaging.

Private Industry Share of Jobs



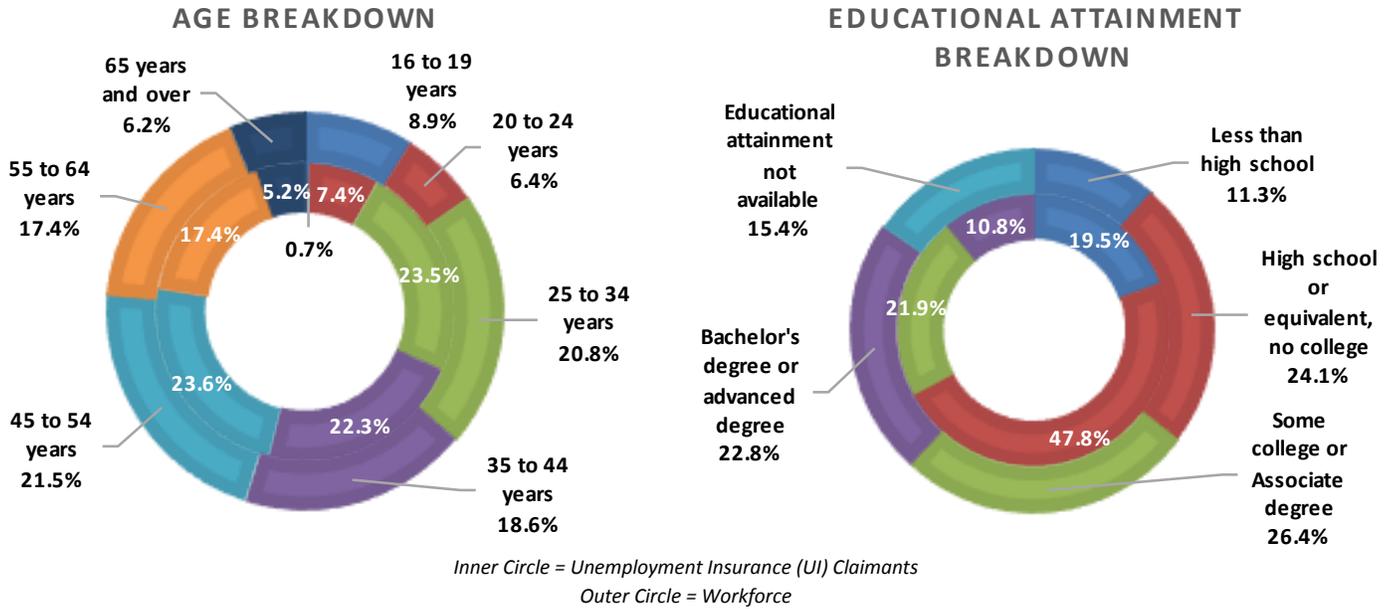
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Registered Nurses	1,288	99	2,040	\$36.06	\$75,004
Heavy and Tractor-Trailer Truck Drivers	1,073	62	680	\$21.21	\$44,109
Retail Salespersons	440	148	3,600	\$10.91	\$22,696
First-Line Supervisors of Retail Sales Workers	414	34	860	\$18.56	\$38,605
Social and Human Service Assistants	319	34	810	\$13.95	\$29,006
Medical Assistants	290	11	170	\$16.00	\$33,278
Customer Service Representatives	286	22	1,070	\$15.22	\$31,662
Nursing Assistants	271	79	1,740	\$13.30	\$27,664
Licensed Practical and Licensed Vocational Nurses	190	31	630	\$26.09	\$54,273
First-Line Supervisors of Office and Administrative Support Workers	180	*	840	\$26.22	\$54,538
Medical and Health Services Managers	161	16	300	\$42.83	\$89,090
Medical Secretaries	153	21	450	\$17.17	\$35,724
First-Line Supervisors of Food Preparation and Serving Workers	137	34	740	\$15.87	\$33,012
Stock Clerks and Order Fillers	135	66	1,510	\$11.59	\$24,100
Securities, Commodities, and Financial Services Sales Agents	130	*	70	\$32.73	\$68,073
Physical Therapists	125	9	130	\$45.55	\$94,741
Physician Assistants	124	*	40	\$48.41	\$100,697
Maids and Housekeeping Cleaners	124	*	420	\$11.35	\$23,608
Teacher Assistants	120	48	1,140	*	\$26,124
Cashiers	120	119	2,400	\$10.60	\$22,041

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



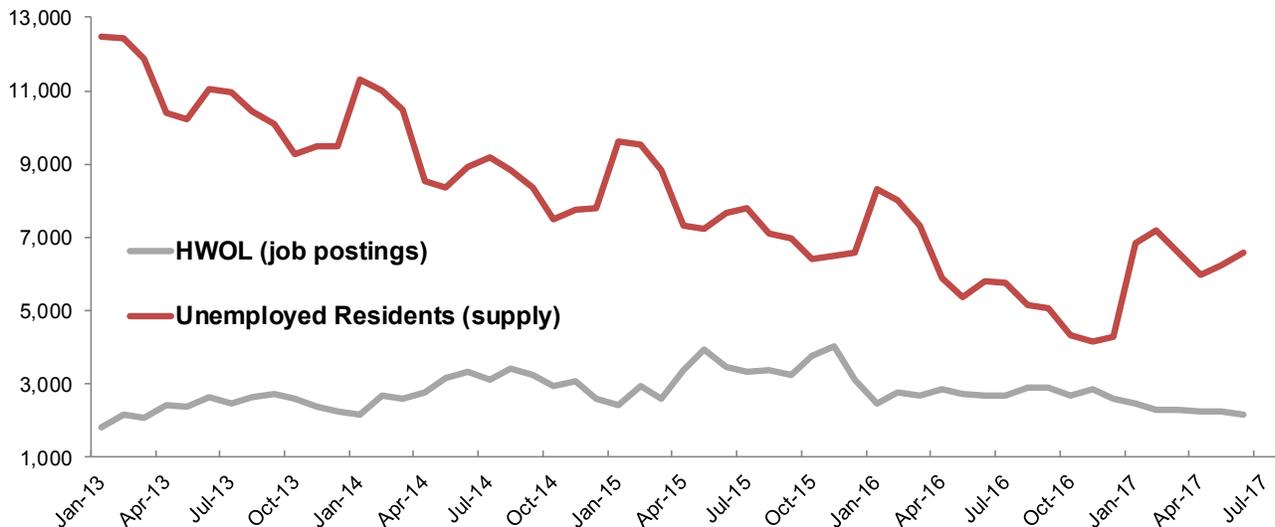
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

The influence of the Health Care and Social Assistance industry in Greater New Bedford is reflected at the occupational level with 9 of the top 20 occupations related to it. As expected, Registered Nurses is the most in-demand occupation in the region.

Greater New Bedford's workforce by age groups is comparable to Massachusetts as a whole albeit with a lower share of workers between 25 to 34 years. The region's workforce lags in educational attainment with one of the highest share of individuals that have yet to complete high school or an equivalent and the second lowest share for those who have attained a Bachelor's Degree or Higher.

Similar to most other WDAs, the labor market has developed greater slack in recent months after years of steady tightening in 2016. Overall demand indicated by on-line job postings has remained relatively flat, but after December 2016, the volume of unemployed residents who are looking for work has increased in the Greater New Bedford WDA.

Labor Supply vs. Labor Demand Greater New Bedford WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

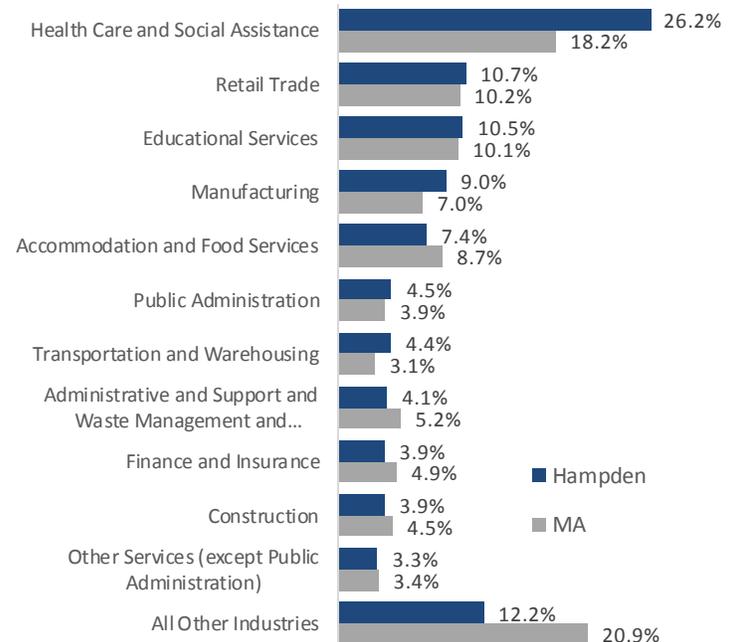
HAMPDEN COUNTY WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▼ -0.6%	▲ 1.0%	▼ -23.7%	▼ -1.6%	▲ 0.3%	▲ 4.4%	▲ 7.7%
2016	220,913	209,761	11,152	5.0%	\$921	18,159	34,144
2015	222,295	207,681	14,614	6.6%	\$918	17,390	31,716

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

WDA vs. Statewide

Private Industry Share of Jobs



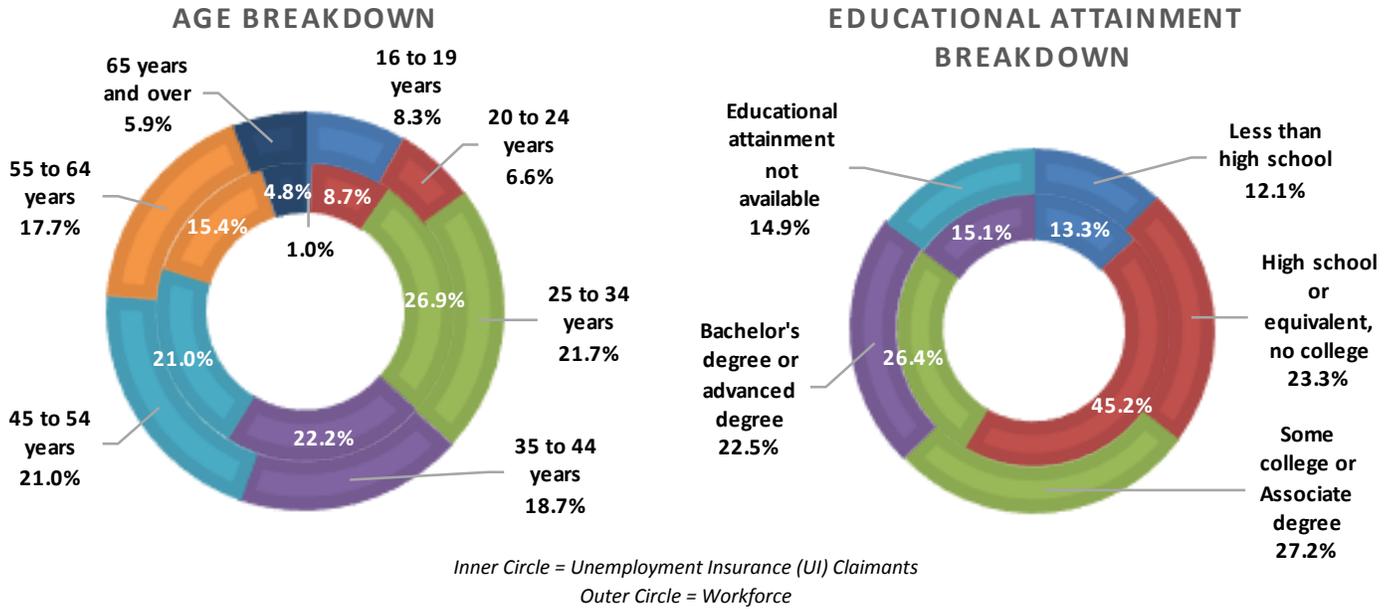
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	2,508	86	3,080	\$22.75	\$47,326
Registered Nurses	2,467	264	6,260	\$35.61	\$74,068
First-Line Supervisors of Retail Sales Workers	1,141	52	1,820	\$19.52	\$40,605
Retail Salespersons	1,125	277	7,000	\$11.11	\$23,109
Social and Human Service Assistants	1,069	119	870	\$15.55	\$32,334
Customer Service Representatives	581	104	3,910	\$16.78	\$34,911
Medical and Health Services Managers	528	49	870	\$43.01	\$89,464
First-Line Supervisors of Office and Administrative Support Workers	509	54	1,800	\$26.53	\$55,182
Nursing Assistants	444	105	2,880	\$13.71	\$28,521
First-Line Supervisors of Food Preparation and Serving Workers	432	62	990	\$16.44	\$34,197
Licensed Practical and Licensed Vocational Nurses	430	41	1,120	\$24.45	\$50,862
Medical Assistants	413	76	1,830	\$17.69	\$36,796
Insurance Sales Agents	411	20	300	\$38.57	\$80,225
Mental Health and Substance Abuse Social Workers	391	48	400	\$16.89	\$35,138
First-Line Supervisors of Production and Operating Workers	363	18	960	\$30.74	\$63,938
Sales Representatives, Wholesale and Manufacturing, Except Technical	359	36	1,790	\$30.83	\$64,120
Computer User Support Specialists	340	13	670	\$24.70	\$51,374
Stock Clerks and Order Fillers	326	91	2,930	\$11.36	\$23,634
Cashiers	295	190	3,970	\$10.01	\$20,820
Securities, Commodities, and Financial Services Sales Agents	290	4	210	\$35.50	\$73,850

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



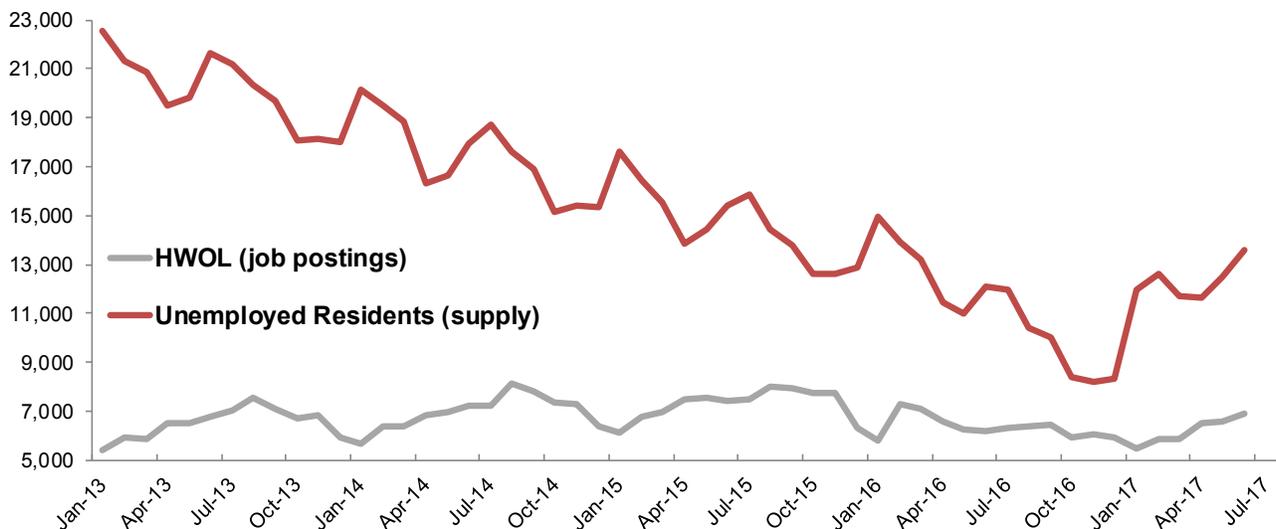
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Also apparent was the demand for occupations that made up Hampden County WDA's second largest industry sector, Retail Trade. These include: First-Line Supervisors of Retail Sales Workers, Retail Salespersons, Customer Service Representatives, Stock Clerks, and Order Fillers as well as Cashiers.

The ages of the workers in Hampden County are similar to that of the State as a whole. There is a slight skew towards younger age cohorts with the concentrations of 14-21 and 22-24 year old workers being higher than average. In terms of educational attainment, Hampden County WDA has the lowest share of workers who have a Bachelor's Degree or Higher at 22.5% compared to the statewide share of 31.1%.

Again, similar to other non-metropolitan regions, there has been a gradual tightening of the labor market for most of 2016 as the supply of unemployed residents looking for a job dropped to a low of 8,169 in November. Total job postings on-line as indicator of demand ranged roughly between 5,500 to 7,500 each month. Starting in 2017, the market has showed greater slack as the supply of the unemployed has begun to increase.

Labor Supply vs. Labor Demand Hampden County WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

LOWER MERRIMACK VALLEY WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.2%	▲ 1.7%	▼ -25.2%	▼ -1.4%	▲ 2.5%	▲ 4.8%	▲ 21.3%
2016	181,146	173,724	7,422	4.1%	\$1,163	11,251	29,290
2015	180,768	170,848	9,920	5.5%	\$1,135	10,734	24,148

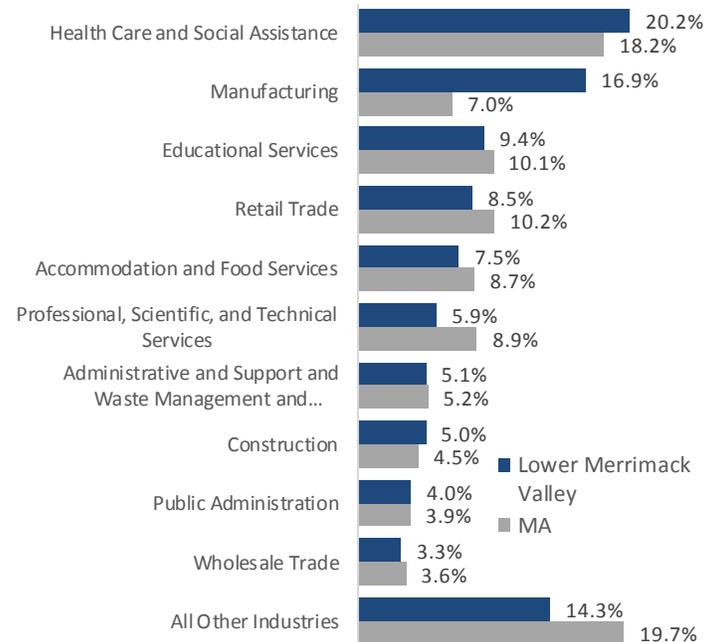
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

The Lower Merrimack Valley WDA's Labor Force added a scant 378 more residents in 2016. The number of unemployed residents looking for work dropped by 2,498 leading to a decrease in the unemployment rate from 5.5% to 4.1%. Wages are slightly below the Massachusetts average but showed a modest percentage increase from 2015. There was also a moderate increase in additional business in this WDA as well as the number of postings for jobs.

The Health Care and Social Assistance Industry Sector was the number one contributor of jobs in the region at 20.2% followed closely by Manufacturing at 16.9%. In addition, Lower Merrimack Valley has more of its workforce attached to Manufacturing than any other WDA. Manufacturing in this region is more striated in its composition than most with over 20 distinct sub-sectors adding jobs. Like neighboring Greater Lowell WDA, Navigational, Measuring, Electro-medical, and Control Instruments Manufacturing contains the largest volume of jobs at 2,236. Bakeries and Tortilla Manufacturing follow second at 1,689. Semiconductor and Other Electronic Component Manufacturing and Medical Equipment and Supplies Manufacturing trail next, both adding over 1,100 jobs in 2016.

Outside of the high demand for Heavy and Tractor-Trailer Truck Drivers and Registered Nurses, there are numerous occupations that pay far above average wages.

WDA vs. Statewide Private Industry Share of Jobs



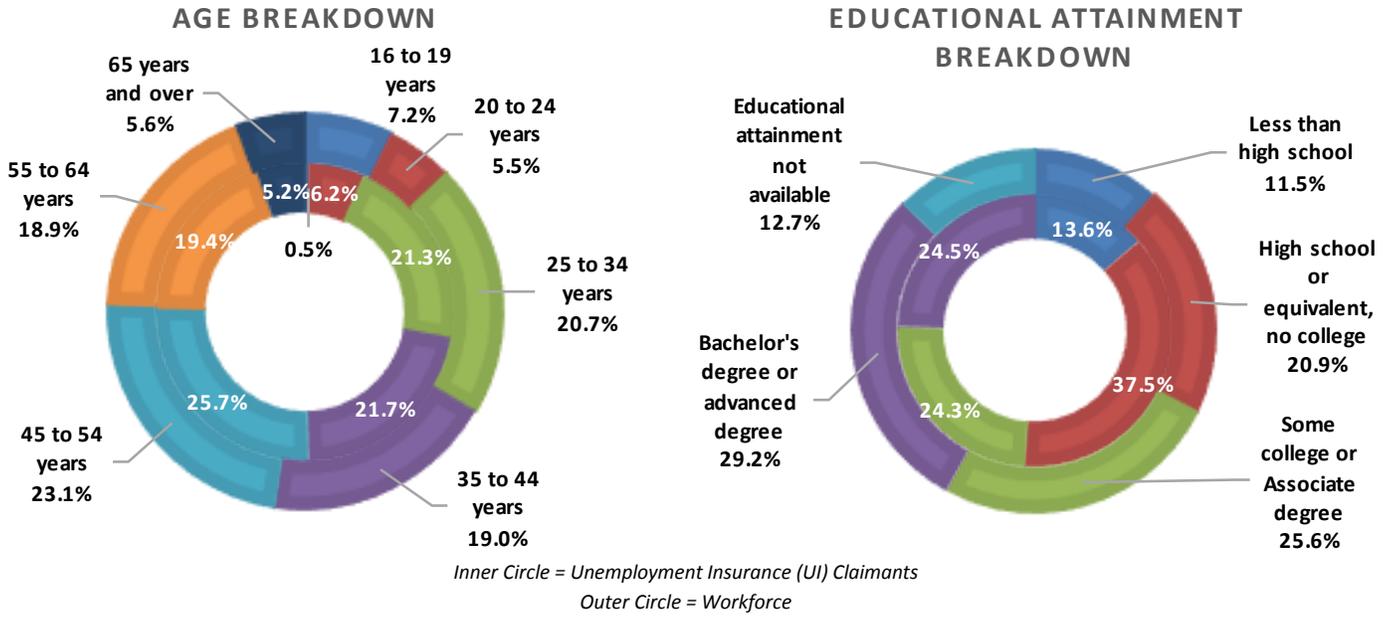
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	1,570	44	760	\$21.27	\$44,243
Registered Nurses	963	173	3,590	\$37.41	\$77,812
Industrial Engineers	837	32	1,020	\$51.41	\$106,931
Social and Human Service Assistants	688	54	620	\$14.60	\$30,365
Marketing Managers	655	9	360	\$63.60	\$132,290
Computer Occupations, All Other	576	4	320	\$51.77	\$107,677
Customer Service Representatives	561	98	2,180	\$18.17	\$37,802
First-Line Supervisors of Office and Administrative Support Workers	550	60	1,460	\$28.50	\$59,283
First-Line Supervisors of Retail Sales Workers	521	52	840	\$20.70	\$43,052
Medical Scientists, Except Epidemiologists	514	44	140	\$45.10	\$93,804
Software Developers, Applications	476	17	950	\$52.32	\$108,830
Medical and Health Services Managers	457	28	560	\$47.52	\$98,845
Network and Computer Systems Administrators	401	8	310	\$36.86	\$76,664
Computer User Support Specialists	386	28	900	\$28.62	\$59,528
Retail Salespersons	357	140	2,620	\$11.22	\$23,330
Management Analysts	344	13	550	\$47.59	\$98,993
Accountants and Auditors	332	53	900	\$36.41	\$75,734
Managers, All Other	310	17	260	\$53.33	\$110,936
First-Line Supervisors of Food Preparation and Serving Workers	302	50	860	\$16.17	\$33,626
Computer Systems Analysts	274	16	230	\$42.94	\$89,310

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



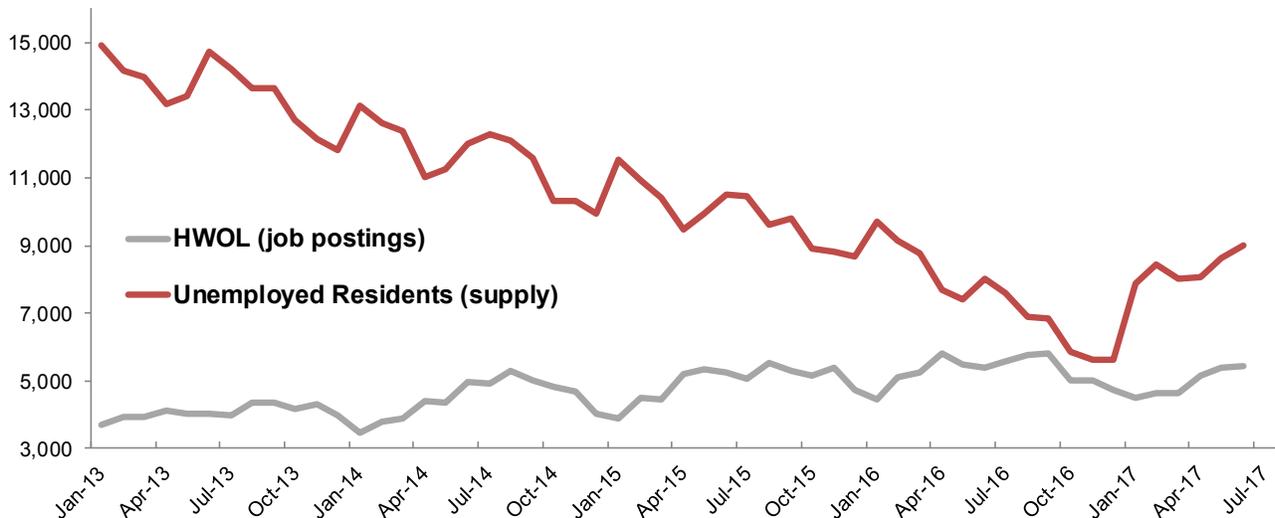
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Eight of the top twenty occupations in demand have average salaries in excess of \$90,000 a year. In particular, Management Related occupations, Industrial Engineers, and Information Technology occupations are highly sought after and pay some of the highest wages.

In terms of age, this region's workforce has one of the highest concentrations of individuals within the prime working age of 25 to 54. It also has the third largest share of 55-64 year old workers, a group who is more likely to transition into retirement, posing a potential challenge to find replacement workers to support Lower Merrimack Valley's many manufacturing sub-sectors.

Following a common pattern outside of the Boston and Metropolitan WDAs, the indicators of supply and demand for labor had gradually converged through 2016, with a drop in the number of unemployed residents looking for work of over 4,000, but it has begun to diverge in 2017. Since 2016, the monthly count of on-line job ads have hovered at and around 5,000 mark.

Labor Supply vs. Labor Demand Lower Merrimack Valley WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

METRO NORTH WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.7%	▲ 1.7%	▼ -24.0%	▼ -0.9%	▲ 1.9%	▲ 2.2%	▲ 20.9%
2016	452,027	438,987	13,040	2.9%	\$1,524	25,229	120,199
2015	448,733	431,572	17,161	3.8%	\$1,495	24,687	99,399

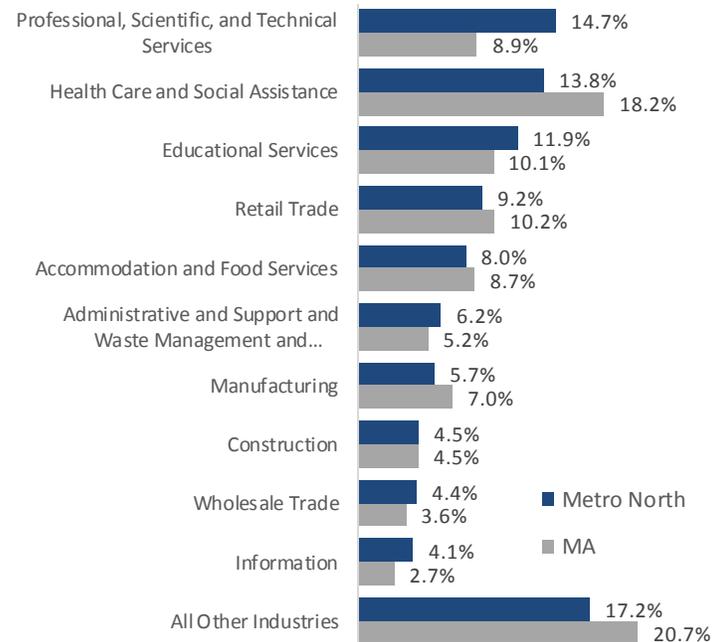
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

WDA vs. Statewide

Private Industry Share of Jobs

Metro North WDA's labor force, the second largest in the Commonwealth, grew marginally in 2016 by 3,294 residents. The region also added 7,415 more employed individuals to its labor force, contributing to an average annual unemployment rate of 2.9% which is tied with the Metro South/West WDA for the lowest rate in the Commonwealth. While the volume of business establishments grew slower in 2016 when compared to other WDAs, overall demand for workers increased as there were over 20,000 more jobs being posted on-line than in 2015.

Unlike most other WDAs, Metro North's biggest industry sector in terms of jobs is Professional, Scientific, and Technical Services. Surpassing Health Care and Social Services, this region's share of jobs in Professional, Scientific, and Technical Services is the largest in the Commonwealth. Home to many Life Science companies, it's not surprising that Scientific Research and Development Services is the primary sub-sector within this industry, employing 23,402 individuals in 2016. Computer Systems Design and Related Services followed closely behind with 18,637 jobs. A second tier of sub-sectors included Architectural, Engineering, and Related Services and Management, Scientific, and Technical Consulting Services with 6,638 and 5,840 jobs respectively.



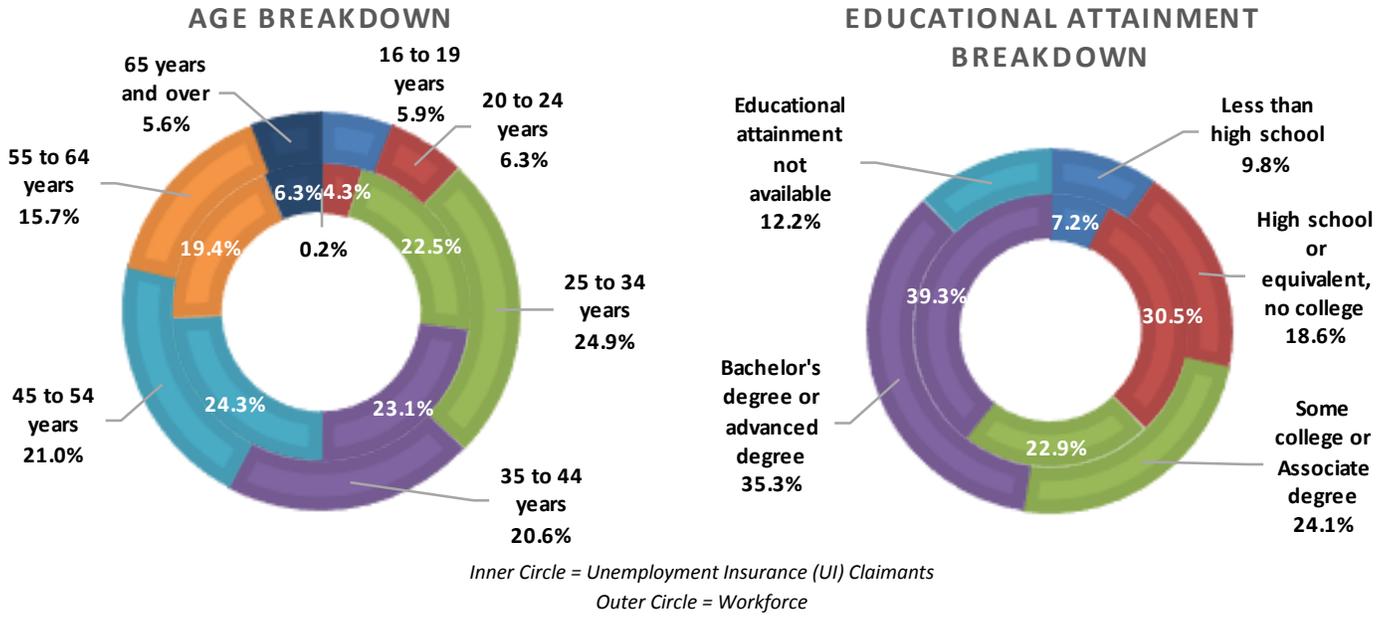
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Medical Scientists, Except Epidemiologists	5,566	*	3,340	\$47.68	\$99,173
Software Developers, Applications	4,994	242	7,280	\$49.78	\$103,552
Marketing Managers	3,867	82	1,970	\$67.07	\$139,502
Computer Occupations, All Other	3,783	36	1,800	\$44.09	\$91,716
Registered Nurses	3,575	311	8,740	\$43.79	\$91,079
Executive Secretaries and Executive Administrative Assistants	2,843	58	3,370	\$29.34	\$61,036
Managers, All Other	2,682	111	1,270	\$57.96	\$120,553
First-Line Supervisors of Retail Sales Workers	2,600	96	2,240	\$19.93	\$41,448
Heavy and Tractor-Trailer Truck Drivers	2,375	140	3,000	\$24.21	\$50,359
Retail Salespersons	2,223	434	8,540	\$11.78	\$24,496
First-Line Supervisors of Office and Administrative Support Workers	2,021	132	4,110	\$29.86	\$62,117
Network and Computer Systems Administrators	1,868	46	1,490	\$41.90	\$87,157
Management Analysts	1,852	156	2,820	\$40.18	\$83,583
Accountants and Auditors	1,837	243	4,400	\$35.12	\$73,055
Computer User Support Specialists	1,810	78	4,600	\$29.88	\$62,153
Computer Systems Analysts	1,753	153	2,770	\$41.78	\$86,893
Medical and Health Services Managers	1,743	48	1,550	\$56.09	\$116,661
Social and Human Service Assistants	1,672	75	2,440	\$16.37	\$34,040
Market Research Analysts and Marketing Specialists	1,497	129	2,870	\$34.68	\$72,144
First-Line Supervisors of Food Preparation and Serving Workers	1,431	142	1,960	\$17.34	\$36,069

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



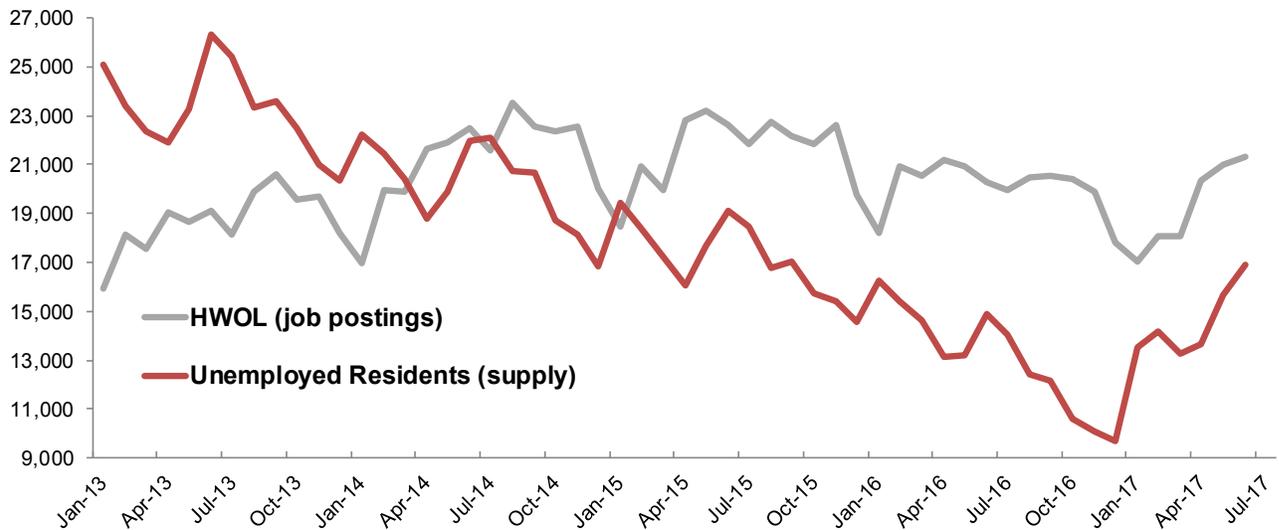
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Demand for occupations reflected the Scientific Research and Development Services Industry's importance to the region as postings for Medical Scientists, Except Epidemiologists were almost double that of other traditional high demand occupations such as Registered Nurses and Heavy and Tractor-Trailer Truck Drivers. Demand for IT related occupations are apparent as well with a quarter of the jobs in the top twenty falling in this cluster.

Metro North WDA's workers are amongst the youngest and the most educated when compared to the Commonwealth as a whole. Only Boston exceeds Metro North in its concentration of prime age workers, and only Boston and Metro South/West have greater shares of degree earners in their workforces.

The Labor Market remained relatively tight compared to the majority of other WDAs. It remained that way heading into 2017 even though the supply of unemployed residents began to climb in January. The number of postings for jobs has climbed at almost the same pace.

Labor Supply vs. Labor Demand Metro North WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

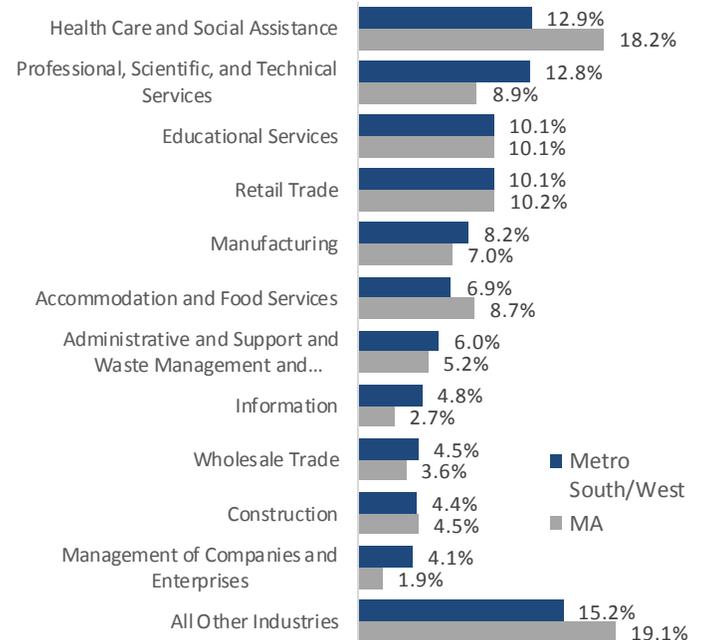
METRO SOUTH/WEST WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.5%	▲ 1.4%	▼ -22.9%	▼ -0.8%	▼ -0.6%	▲ 2.0%	▲ 12.1%
2016	506,445	491,948	14,497	2.9%	\$1,480	37,148	150,661
2015	503,774	484,975	18,799	3.7%	\$1,489	36,432	134,396

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

WDA vs. Statewide

Private Industry Share of Jobs



Source: BLS, QCEW

The Metro South/West WDA is home to the largest labor force and ties for the lowest unemployment rate of all WDAs in Massachusetts (Metro North is the other). Adding 2,671 residents in 2016, the region's labor force grew slightly to stand at 506,445. Wages were relatively unchanged and while the number of companies only edged marginally upwards, the volume increase of postings for jobs was strong.

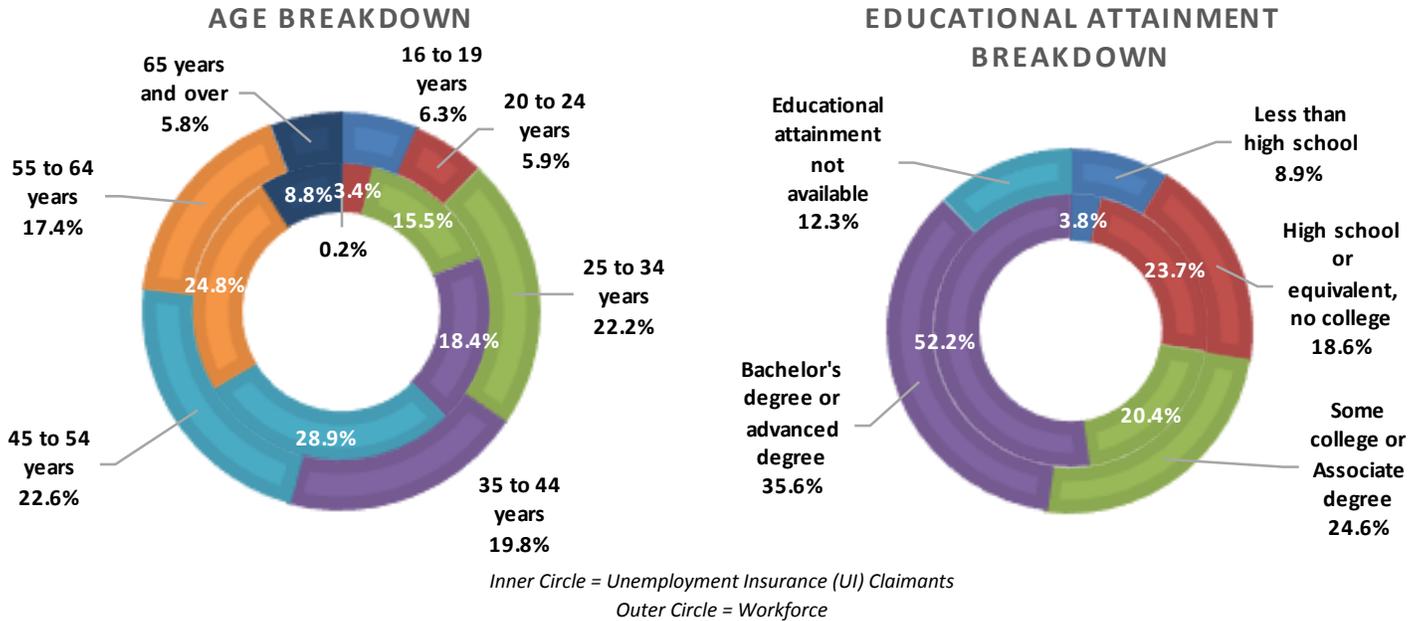
Metro South/West WDA is similar to its northern counterpart, the Metro North WDA in that their four largest industries that add jobs are identical and their percentage shares for Health Care and Social Assistance; Professional, Scientific, and Technical Services; Educational Services; and Retail Trade are almost the same as well. Major sub-sectors under Health Care include General Medical and Surgical Hospitals, Individual and Family Services, and Offices of Physicians. The Professional, Scientific, and Technical Services Sector, like in Metro North, is made up of the same two major sub-sectors, but in this region, Computer Systems Design and Related Services had the largest share of jobs and accounted for 24,829 jobs while Scientific Research and Development Services recorded an average of 15,863 jobs.

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Marketing Managers	5,701	97	3,430	\$63.51	\$132,102
Software Developers, Applications	5,552	356	10,860	\$53.48	\$111,248
Computer Occupations, All Other	5,060	24	1,540	\$44.01	\$91,540
Registered Nurses	4,570	375	9,620	\$40.07	\$83,352
Heavy and Tractor-Trailer Truck Drivers	4,177	135	3,010	\$22.97	\$47,771
First-Line Supervisors of Retail Sales Workers	4,142	198	4,580	\$22.28	\$46,347
Retail Salespersons	3,776	1,025	21,670	\$11.47	\$23,849
Industrial Engineers	2,808	52	2,240	\$47.92	\$99,665
Network and Computer Systems Administrators	2,596	63	2,790	\$42.95	\$89,340
First-Line Supervisors of Office and Administrative Support Workers	2,576	182	6,300	\$29.64	\$61,650
Medical Scientists, Except Epidemiologists	2,568	34	1,020	\$53.14	\$110,530
Computer User Support Specialists	2,521	125	5,420	\$29.68	\$61,741
Management Analysts	2,235	223	4,950	\$47.01	\$97,783
Customer Service Representatives	2,230	372	11,310	\$20.24	\$42,107
Managers, All Other	2,155	84	920	\$59.95	\$124,696
Computer Systems Analysts	2,108	145	3,570	\$44.73	\$93,046
Accountants and Auditors	2,092	295	7,240	\$37.60	\$78,216
Market Research Analysts and Marketing Specialists	2,018	162	5,850	\$35.82	\$74,498
Executive Secretaries and Executive Administrative Assistants	1,879	73	4,620	\$29.87	\$62,132
Social and Human Service Assistants	1,865	75	2,240	\$14.52	\$30,207

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average

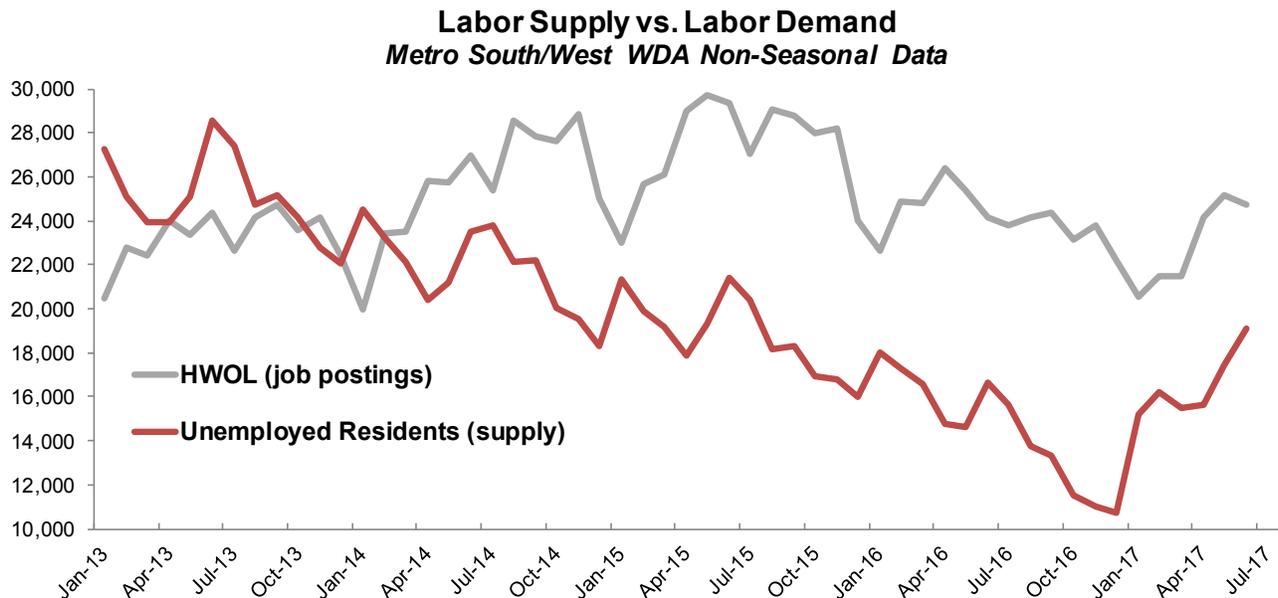


Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Occupations that were the most sought after in 2016 reflected many of the job titles seen in the Professional, Scientific, and Technical Services space with over 10,000 combined postings for Marketing Managers and Application Software Developers. A dynamic seen in other WDAs was the demand for Supervisors of Retail Sales Workers exceeding Retail Salespersons in the Metro South/West region.

Metro South/West WDA's age breakdown of the workforce closely resembled Massachusetts as a whole, save for a slightly higher percentage of workers aged 45-54. The Region's workforce is arguably one of the most educated workforce with only the Boston WDA having a greater share of individuals with a Bachelor's Degrees or Higher. Metro South/West WDA also has one of the smallest shares of workers who have not attained a High School Diploma or Equivalent.

The total volume of job postings in the Metro South/West WDA outpaced the number of potential unemployed residents who could potentially fill those jobs, maintaining a tighter labor market than other WDAs. This trend has continued well into 2017 as the volume of postings has increased to parallel the increased supply of unemployed individuals.



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

NORTH CENTRAL WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.2%	▲ 1.5%	▼ -23.9%	▼ -1.3%	▲ 1.7%	▲ 3.4%	▲ 18.5%
2016	132,351	127,068	5,283	4.0%	\$910	6,921	14,812
2015	132,151	125,213	6,938	5.3%	\$895	6,694	12,504

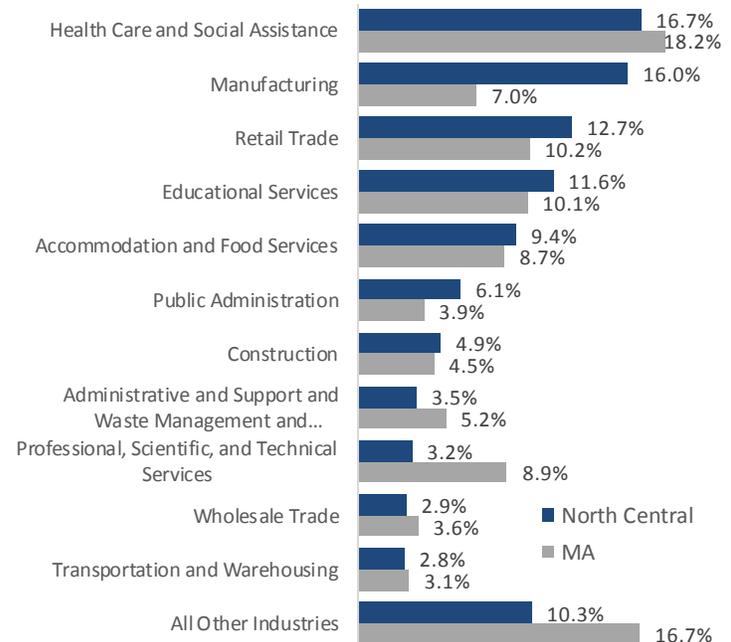
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

Changes in volume for North Central WDA's labor force was effectively flat in 2016. The composition differed from 2015 with the addition of 1,855 more employed residents and the reduction of 1,655 unemployed residents actively seeking work.

Wages remained below average in contrast to other WDAs, and showed nominal growth with average weekly wages ticking up by \$15. The region also added 227 more business establishments, in line with the growth rate of the state as a whole, and 2016 saw a healthy increase of posting for jobs as well.

The Health Care and Social Assistance Industry accounts for this WDA's biggest share of jobs at 16.7% with Manufacturing just behind at 16 percent. Only the Lower Merrimack Valley WDA has a larger share of its workers associated with the Manufacturing Industry. The largest component of Manufacturing in the North Central region is Plastics Product Manufacturing, and there are more individuals working in this sub-sector here than in any other WDA. Printing and Related Support Activities and Converted Paper Product Manufacturing are also key sub-sectors to the region, along with a wide variety smaller sub-sectors from Beverage Manufacturing to Metalworking Machinery Manufacturing.

WDA vs. Statewide Private Industry Share of Jobs



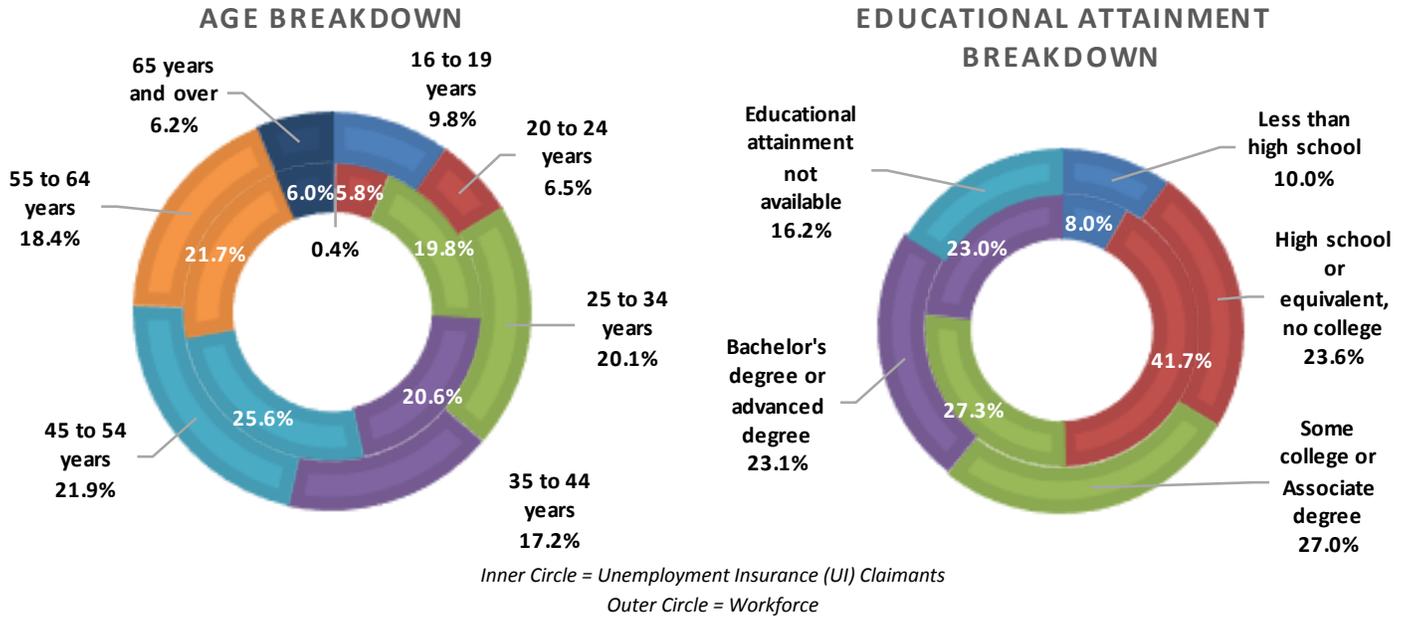
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Heavy and Tractor-Trailer Truck Drivers	1,840	14	810	\$20.53	\$42,700
First-Line Supervisors of Retail Sales Workers	692	34	1,040	\$18.16	\$37,768
Retail Salespersons	690	122	2,730	\$11.27	\$23,445
Registered Nurses	497	73	1,640	\$34.48	\$71,713
Social and Human Service Assistants	482	18	470	\$15.24	\$31,695
First-Line Supervisors of Office and Administrative Support Workers	286	26	850	\$23.64	\$49,162
Customer Service Representatives	279	21	980	\$17.43	\$36,264
Stock Clerks and Order Fillers	268	60	1,360	\$11.95	\$24,856
Cashiers	262	101	1,750	\$10.87	\$22,619
First-Line Supervisors of Food Preparation and Serving Workers	192	38	720	\$14.48	\$30,124
Combined Food Preparation and Serving Workers, Including Fast Food	165	66	1,450	\$10.81	\$22,475
Industrial Engineers	163	7	300	\$40.59	\$84,424
Maintenance and Repair Workers, General	163	23	710	\$20.46	\$42,553
Merchandise Displayers and Window Trimmers	158	*	40	\$12.53	\$26,073
Licensed Practical and Licensed Vocational Nurses	157	13	350	\$25.13	\$52,263
Light Truck or Delivery Services Drivers	155	30	450	\$14.21	\$29,559
Teacher Assistants	151	38	1,550	*	\$29,618
First-Line Supervisors of Production and Operating Workers	145	14	610	\$29.29	\$60,927
Nursing Assistants	132	38	760	\$14.16	\$29,458
Computer User Support Specialists	129	3	170	\$24.54	\$51,039

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



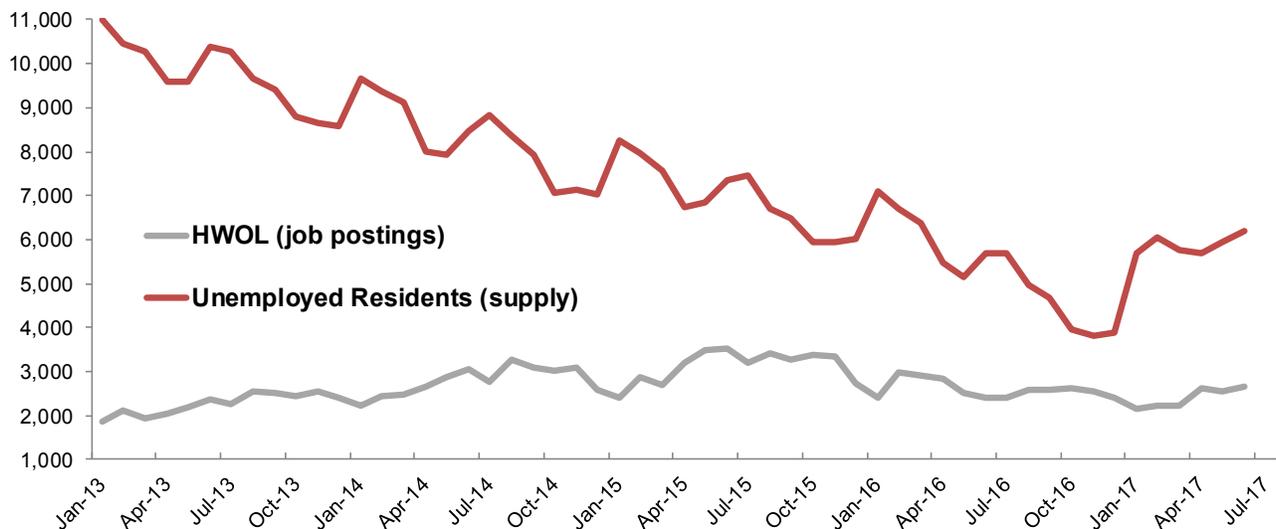
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

The highest demand for occupations fell into three primary clusters, Logistics/Operations, Health Care, and Sales and Business related occupations. Goods transportation was a major area of demand with roughly 2,000 ads being posted for either Heavy and Tractor-Trailer Truck Drivers or Light Truck or Delivery Services Drivers compared to just over 650 for either Registered Nurse or Licensed Practical/Licensed Vocational Nurses.

In terms of the workforce, North Central has the largest share of younger workers, with almost 10 percent of its workers aged between 14 to 21 years old. Overall, it has a lower concentration of prime age workers (25-54), with only the Berkshire County WDA, Cape and the Islands WDA, and Franklin/Hampshire WDA having lower shares. While few workers in this region possess advanced degrees in relation to others, the percentages of those workers having attained a High School level education and Some College or an Associate's Degree were greater than average.

The 2016 labor market in North Central remained slack with indicators of supply continuing to exceed demand for jobs demonstrated by the volume of on-line postings. While there was a steady contraction throughout the year, it was not as pronounced as in other areas. Similar to other WDAs with smaller labor forces, North Central's labor market began a trend reversal at the start of 2017.

Labor Supply vs. Labor Demand North Central WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

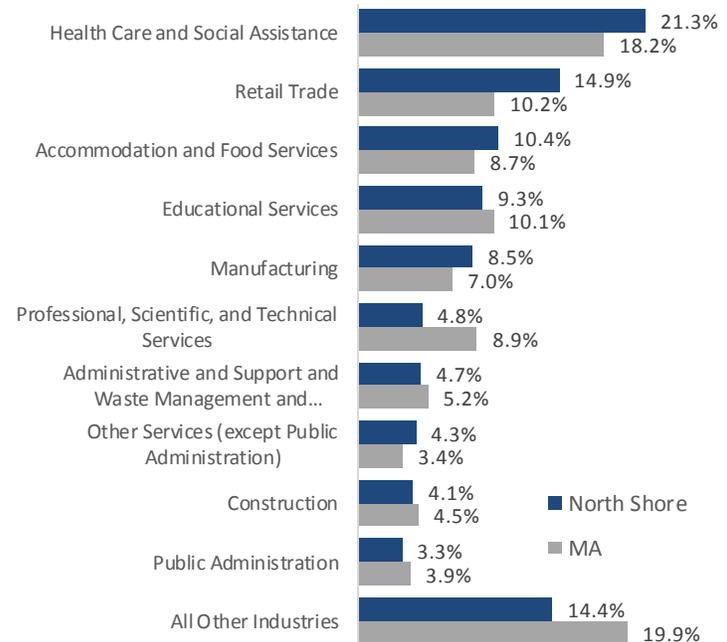
NORTH SHORE WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.2%	▲ 1.3%	▼ -23.6%	▼ -1.1%	▲ 1.0%	▲ 3.5%	▲ 17.9%
2016	226,328	218,273	8,055	3.6%	\$1,006	13,629	31,764
2015	225,956	215,409	10,547	4.7%	\$996	13,167	26,944

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

WDA vs. Statewide

Private Industry Share of Jobs



Source: BLS, QCEW

The North Shore's labor force changed little in terms of volume, inching upwards with 372 more residents. More people are working in this area's labor force in 2016 as the unemployment rate dropped just below the annual average for the state at 3.6 percent.

Other economic indicators in the North Shore WDA signaled slight growth as average weekly wages ticked up a percentage point. 462 more business establishments contributed to the region's local economy and businesses posted a robust 31,764 jobs on-line in 2016.

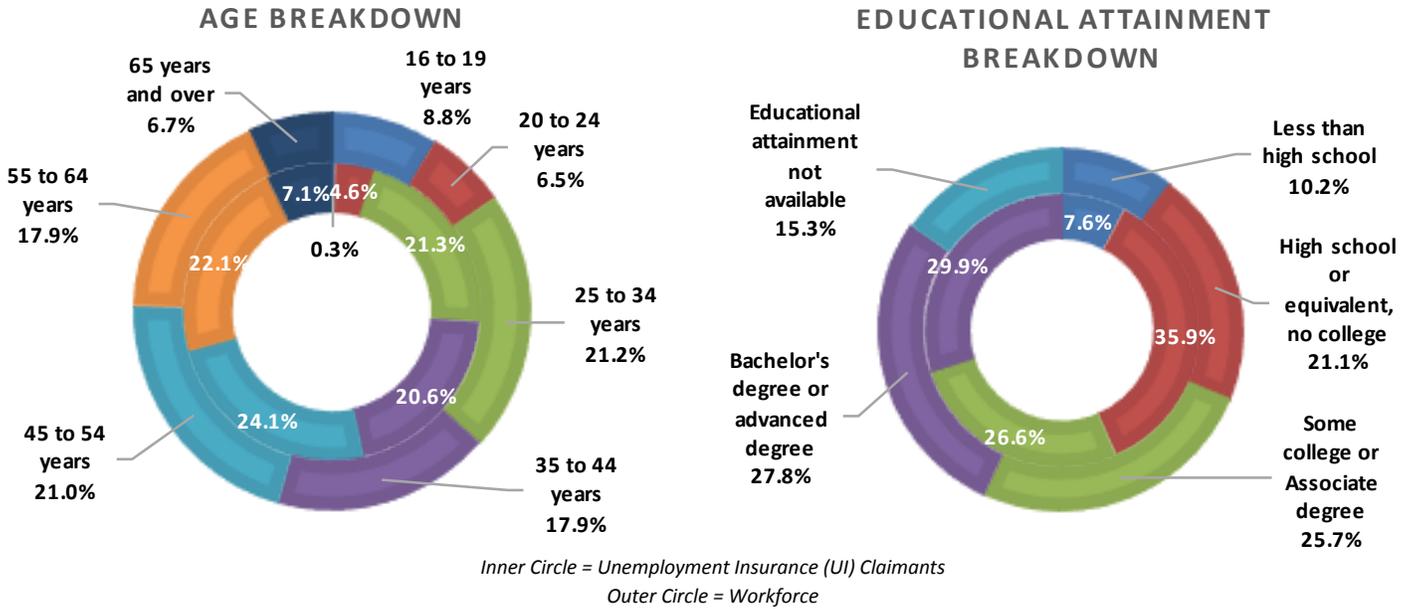
The Health Care and Social Assistance Industry accounts for the largest share of jobs in the North Shore WDA with roughly one out of every five jobs falling in this sector. The General Medical and Surgical Hospitals; Individual and Family Services; Home Health Care Services; and Offices of Physicians are four of the primary sub sectors that make up this sector's landscape, each generating between 4,000 to 6,000 jobs. The Retail Trade industry is also important to this region's economy and has one of the larger shares of jobs amongst other WDAs. Grocery Stores is the largest Retail Trade subsector with 5,680 jobs in 2016. A second tier of sub-sectors in terms of jobs includes Department Stores, Automobile Dealers, Clothing Stores and Health and Personal Care Stores.

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Registered Nurses	2,501	198	3,970	\$36.92	\$76,791
First-Line Supervisors of Retail Sales Workers	1,566	77	1,790	\$18.12	\$37,698
Retail Salespersons	1,515	411	8,660	\$11.18	\$23,254
Heavy and Tractor-Trailer Truck Drivers	1,362	44	840	\$24.27	\$50,490
Social and Human Service Assistants	949	84	1,670	\$16.19	\$33,675
Customer Service Representatives	591	124	2,940	\$18.69	\$38,871
First-Line Supervisors of Office and Administrative Support Workers	521	59	1,820	\$28.70	\$59,701
Mental Health and Substance Abuse Social Workers	504	*	320	\$23.01	\$47,852
Industrial Engineers	471	18	500	\$45.83	\$95,326
First-Line Supervisors of Food Preparation and Serving Workers	428	56	1,030	\$16.38	\$34,079
Medical Secretaries	409	47	1,150	\$19.55	\$40,663
Medical and Health Services Managers	404	36	920	\$43.22	\$89,904
Stock Clerks and Order Fillers	382	110	2,480	\$11.54	\$24,006
Medical Assistants	375	53	790	\$18.37	\$38,216
Nursing Assistants	366	110	2,500	\$14.31	\$29,767
Computer User Support Specialists	310	12	430	\$27.79	\$57,809
Marketing Managers	308	12	350	\$57.80	\$120,224
Cashiers	302	264	4,110	\$10.95	\$22,770
Licensed Practical and Licensed Vocational Nurses	296	51	1,030	\$28.50	\$59,270
Software Developers, Applications	295	26	580	\$54.11	\$112,556

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



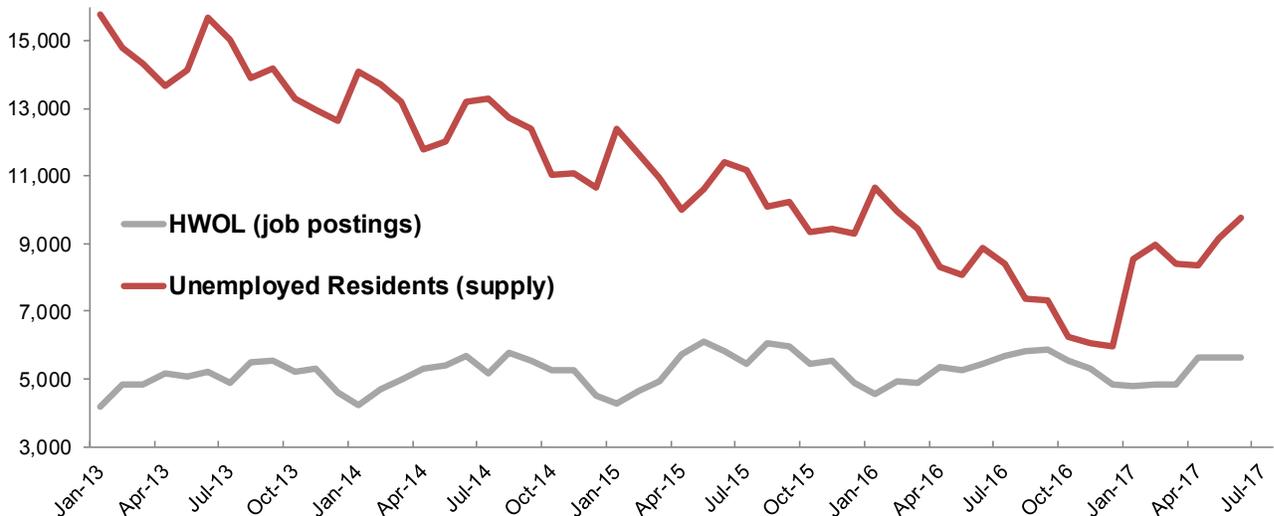
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Indicative of its largest two industries in terms of job share, Registered Nurses along with First-Line Supervisors of Retail Sales Workers and Retail Salespersons are at the top of the list when it comes to demand for jobs. Further demonstrating Health Care and Social Assistances influence in the region, eight out of the top twenty occupations are strongly associated with this particular industry.

The North Shore's workforce has a share of prime age workers (ages 25 to 54) slightly below the Massachusetts average. On both ends of the spectrum, workers aged between 14-21 and those 65 and up, shares were slightly above the state average. Educational attainment shares were closely aligned with the State averages as well, with the exception of those workers with a Bachelor's Degree or Higher at 27.8% compared to the State average of 31.1%.

The labor market trend in the North Shore has followed the same pattern neighboring WDAs like Lower Merrimack Valley and Greater Lowell have exhibited where the numbers of unemployed residents who are looking for a job declined over the course of 2016 while job postings showed a moderate increase. As of 2017, the labor market has demonstrated a larger degree of slack as the number of unemployed residents has continued to increase.

Labor Supply vs. Labor Demand North Shore WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics

SOUTH SHORE WDA

	Labor Force	Employed	Unemployed	Unemployment Rate	Average Weekly Wage	Businesses	On-Line Job Ads
<i>Change</i>	▲ 0.6%	▲ 1.8%	▼ -23.6%	▼ -1.2%	▲ 0.7%	▲ 2.8%	▲ 8.6%
2016	288,103	277,642	10,461	3.6%	\$1,042	17,654	37,551
2015	286,469	272,783	13,686	4.8%	\$1,035	17,167	34,588

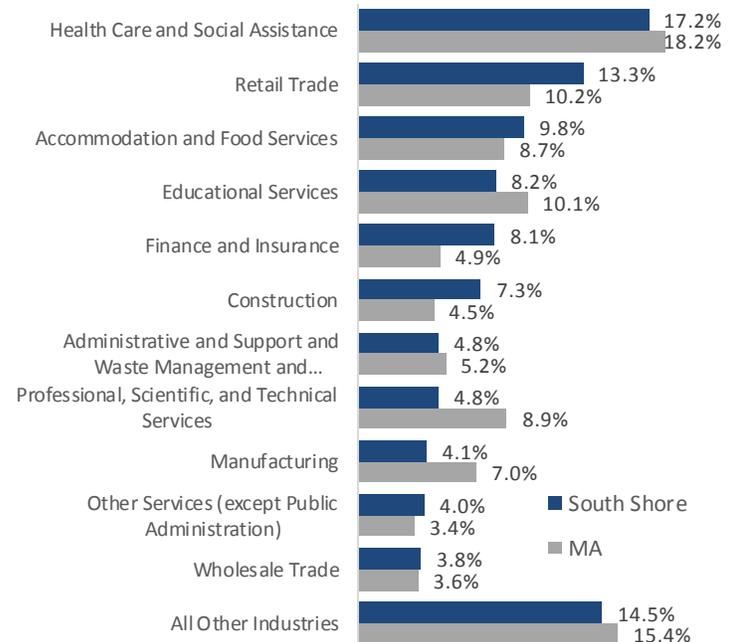
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment and Wages (QCEW)

In 2016, the South Shore WDA added 1,634 residents to its labor force, and while this was less than a one percent increase, it was also one of the larger percentage increases when compared amongst other WDAs. The South Shore also saw 4,859 more employed residents joining its workforce, one of the larger percentage increases amongst all other WDAs. Wages, the number of business establishments, and job postings all displayed nominal increases from 2015, but the rate of growth for these indicators was below the average for the Commonwealth as a whole.

The South Shore WDA's industries that added the most jobs to its economy are similar to the North Shore where Health Care and Social Assistance; Retail Trade; Accommodation and Food Services; and Education Services are the top four, in the same rank of order. South Shore and North Shore WDA have virtually the same sub-sectors making up these four sectors as well.

The Finance and Insurance industry contributes a significant share of jobs in this region as well with an 8.1% employment share. It is only second to the Boston WDA in this regard. Insurance Carriers and Depository Credit Intermediation are this industry's two largest sub-sectors, accounting for over 13,000 jobs in 2016, followed to a lesser extent by Agencies, Brokerages, and Other Insurance Related Activities sub-sectors.

WDA vs. Statewide Private Industry Share of Jobs



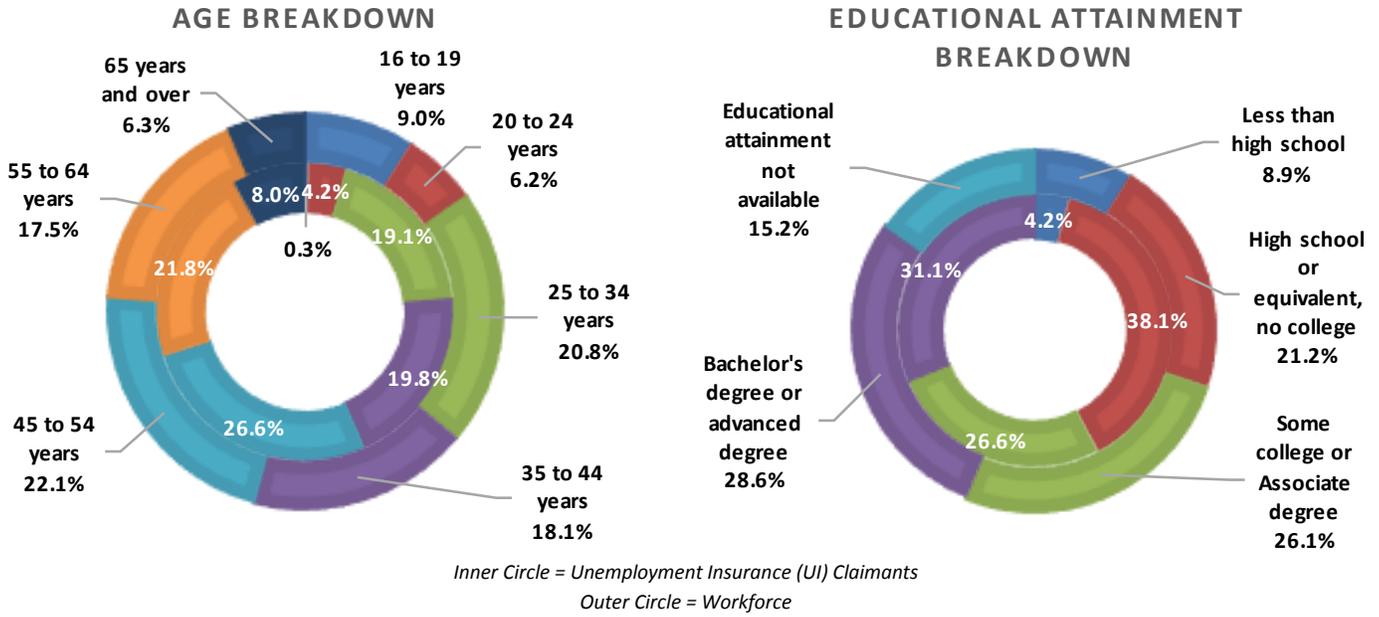
Source: BLS, QCEW

Occupation	HWOL On-Line Postings	Projected Annual Openings	Current Employment	Avg. Hourly Wage	Avg. Annual Wage
Retail Salespersons	1,962	374	10,260	\$11.50	\$23,912
First-Line Supervisors of Retail Sales Workers	1,907	117	3,100	\$20.18	\$41,972
Heavy and Tractor-Trailer Truck Drivers	1,887	60	2,190	\$25.80	\$53,660
Registered Nurses	1,439	171	4,730	\$38.44	\$79,947
Social and Human Service Assistants	951	20	280	\$17.57	\$36,552
Customer Service Representatives	817	268	7,790	\$18.79	\$39,079
First-Line Supervisors of Office and Administrative Support Workers	760	101	3,250	\$28.28	\$58,832
Computer User Support Specialists	657	29	710	\$26.69	\$55,506
Marketing Managers	617	18	690	\$62.10	\$129,175
Medical and Health Services Managers	505	25	850	\$49.82	\$103,626
First-Line Supervisors of Food Preparation and Serving Workers	500	124	860	\$19.39	\$40,335
Computer Occupations, All Other	479	*	250	\$23.85	\$49,611
Stock Clerks and Order Fillers	478	155	4,710	\$11.61	\$24,156
Licensed Practical and Licensed Vocational Nurses	445	42	1,070	\$26.99	\$56,136
Securities, Commodities, and Financial Services Sales Agents	435	*	810	\$54.32	\$112,995
Cashiers	414	389	6,330	\$10.72	\$22,299
Managers, All Other	407	40	210	\$60.57	\$125,987
Management Analysts	402	65	1,430	\$45.02	\$93,651
Sales Representatives, Wholesale and Manufacturing, Except Technical and Sales Representatives, Wholesale and Manufacturing, Except Technical	398	35	1,630	\$32.64	\$67,898
General and Operations Managers	374	207	5,050	\$47.23	\$98,231

* Indicates data is not available

Source: DCS Occupational Employment Statistics 2016, 2016-2018 Occupational Projections, The Conference Board's HWOL Analytics

2016 Annual Average



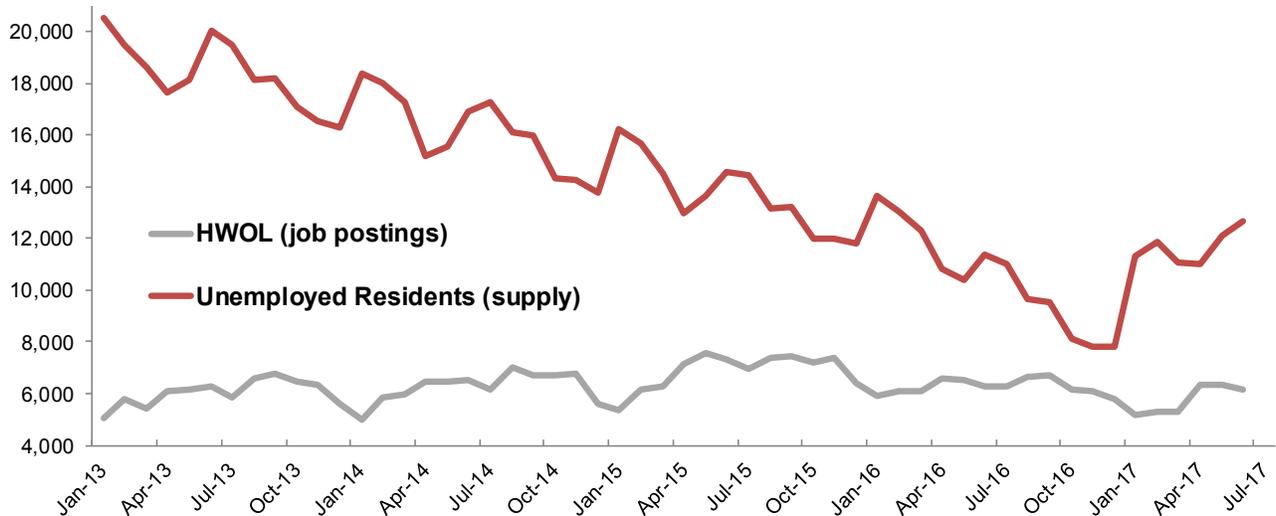
Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics (LEHD)

Retail occupations demonstrated high demand in the South Shore WDA as postings for Retail Salespersons and First-Line Supervisors of Retail Sales Workers each topped 1,900 postings in 2016. Common to many WDAs was the scenario of demand for supervisors of sales workers high as the demand for actual sales persons. Three of the top twenty occupations are first line supervisor related which could signal an opportunity for management or supervisory career pathways.

The age of the workforce is similar to Massachusetts averages, but even more similar to the North Shore WDA, with both areas having slightly higher 14-21 year olds and 65+ year olds. Education attainment categories in this region also align sharply to the Commonwealth as a whole as there are somewhat fewer degree holders and slightly more individuals in the High School or Equivalent and Some College and Associates categories.

Using the volume of unemployed residents currently looking for work as an indicator of the labor supply in the South Shore WDA, 2016 saw a distinct contraction of the labor market in context of the total volume of on-line postings for jobs. On-line postings remained flat through the course of 2016, shifting between average of 5,900 and 5,700 ads on a monthly basis. Similar to the majority of other WDAs, the level of unemployed residents has risen sharply since the start of 2017.

Labor Supply vs. Labor Demand South Shore WDA Non-Seasonal Data



Source: The Conference Board's HWOL Analytics, Bureau of Labor Statistics